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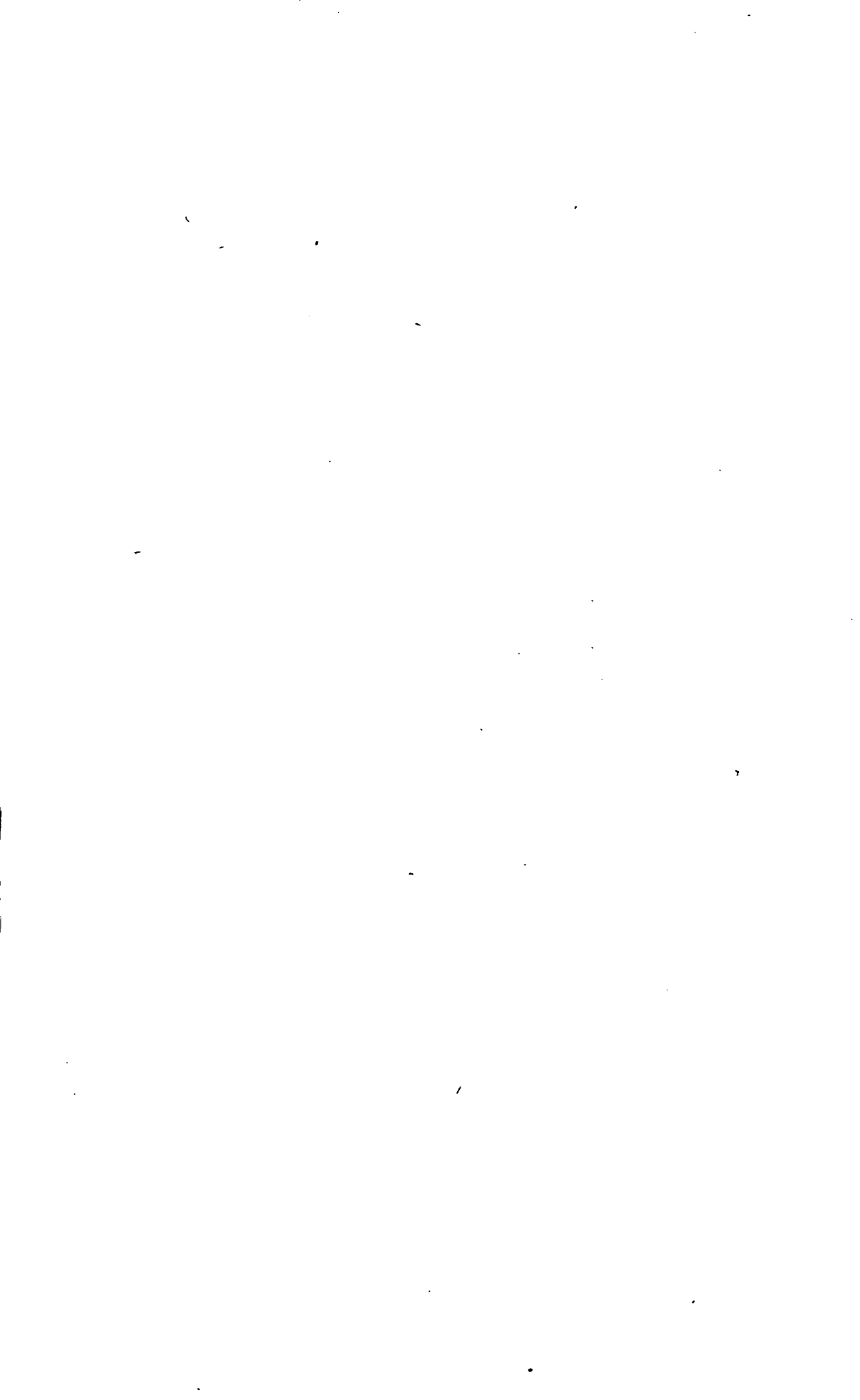
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## **Errata in Vol. X.**

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Page 218, line 5 from the bottom: For "two,"  
read "three."

Page 230, line 7: For "27th January" read  
"25th January."

Page 230, line 9: For "25th January" read  
"25th February."

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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

## NATIONAL LABOUR LEGISLATION.

**BELGIUM:** Act relating to the employment of women, young persons and children.

**GREECE:** Act relating to Associations.

## WAR EMERGENCY LEGISLATION.



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  - (B.) Federal States :
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- AUSTRIA.
- BELGIUM.
- DENMARK.
- FRANCE.
- ITALY.
- SWITZERLAND—
  - (A.) Federation.
  - (B.) Cantons :
    - Zurich.
    - Lucerne.
    - Zug.
    - Thurgau.
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# Bulletin

OF THE

## INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

### National Labour Legislation

#### 1. LAWS AND ORDERS

##### I. Austria

1. *Erlass des Handelsministeriums im Einvernehmen mit dem Ministerium des Innern Z. 25,866 betr. Sonntagsruhe und Arbeitspausen in industriellen Betrieben.* Vom 22. September, 1913. (Soziale Rundschau 1913, II., 315.)

**Decree of the Ministry of Commerce in agreement with the Ministry of the Interior (Z. 25,866) respecting Sunday rest and breaks in work in industrial undertakings.** (Dated 22nd September 1913.)

The Ministerial Orders of 12th September, 1912\* (R.G.Bl. No. 1866), and 14th September, 1912† (R.G.Bl. No. 187), respecting the regulation of industrial work permitted on Sundays and breaks in work in industrial undertakings, come into force on 1st October, 1913. The necessity of all authorities and groups affected becoming familiar in due time with the important, and in some respects essential, changes resulting from these Orders, leads me to explain the new regulations in the following observations drawn up after consultation with the Ministry of the Interior.

The essential importance of the two Orders is, in general, to be found in the fact that they ensure a weekly day of rest and suitable breaks in work to the workers in continuous industries to a greater extent than was formerly the case. Although a demand of the workers, which is important from the point of view of social reform, is no doubt satisfied by these Orders, it cannot be denied, on the other hand, that the question of how the reform is to be effected and to what extent binding regulations can be adopted on the matter is a very

\* Text E.B. VIII., p. 1.

† Text E.B. VIII., p. 17.

difficult one, in view of the continuous nature of the processes in question. The fact that labour legislation in industrial States has so far been, comparatively speaking, less concerned with this matter than with the regulation of work in non-continuous industries, may be regarded as due to this consideration. The Ministry of Commerce finds it desirable to emphasise this point, in order to draw attention to the importance of the task devolving upon the industrial authorities in dealing scientifically with the new regulations. Although, in this connection, attention should, in the first place, be devoted to ensuring that the new regulations shall be enforced to the greatest possible extent, yet, on the other hand, care should be taken by the industrial authorities, when issuing instructions in this matter, to avoid burdening or restricting manufacturers to a greater degree than is absolutely necessary. In particular, it is not the intention of the Ministry of Commerce that more restrictions than are absolutely necessary should be placed upon the occupier's freedom to manage his undertaking and organise the work in such a way as may be essential to the proper utilisation of his premises and plant. Consequently, particularly in those industries where it is impossible to grant the compensatory rest and breaks in work which are now required without a complicated arrangement of shifts or the employment of reserve men, it will not merely be the function of the authorities, and especially of the industrial inspectors, to condemn any contraventions of the Orders which they may observe; it will be the duty of the authorities to draw the employers' attention to practicable arrangements of shifts and to assist them as far as possible to carry out the obligations laid upon them by the new Order.

Co-operation of this kind will be necessary especially in the period of transition following the date of the coming into force of the Orders. It is only in this way that it will be possible to overcome the difficulties with which the enforcement of the new regulations will be frequently met at first.

In this connection it will be important that the workers should take up a reasonable attitude; it is to be hoped that, in their own interests, they will in general assist in bringing the new Orders—which were adopted for their advantage—successfully into operation in practice, without interfering with the management of the enterprise.

It will be a further duty of the authorities to observe, as closely as possible, the effects of the new Orders, and to investigate carefully any objections raised by interested persons, when the regulations come into force, and to ascertain whether they are justified. Special attention should be devoted to this supervisory work in view of the fact that—as may here be anticipated—the Ministry of Commerce contemplates issuing in the course of the month of October, 1914, a detailed report on the experience gained by the industrial authorities in this respect.

The following remarks may be made on the two Orders:

(a) *Ministerial Order of 12th September, 1912 (R.G.Bl. No. 186), by means of which the Order for carrying out the Act concerning the regulation of rest on Sundays and holidays in industrial concerns is partially modified and supplemented.*

The provisions of this Order came into force on the day of its notification, viz., 18th September, 1912, only in so far as Sunday work, not formerly allowed, was declared permissible for certain classes of industry and for particular processes. The provisions of the Order on this subject, which are quite clear, need no special explanation—particularly so since, up to the present, no doubtful points as regards their application or interpretation have been notified to the Ministry of Commerce.



As regards the other provisions of the Order, which, as mentioned above, come into force on 1st October, 1913, the Ministry of Commerce begs to make the following remarks.

Above all, it should be noted that no change is made in the right of the employer to fix the beginning of the Sunday rest at any hour he likes within the period from 12 midnight to 6 a.m., since this licence is allowed by §11 of the Act of 16th January, 1895 (R.G.Bl. No. 21), out of consideration for the interests of the undertaking.

The Schedule to §2 is completely re-drafted, and now contains in the heading to the column in which the permitted processes are enumerated, an express reference to those provisions of the Ministerial Order itself which deal with the accessory and incidental processes which are permitted under the Act. This must not be overlooked, because the Schedule itself is limited exclusively to an enumeration of concrete processes which had to be expressly declared permissible on Sundays in particular industries and trades, for the information of persons concerned, while the question whether any, and, if so, what accessory and incidental processes, in addition to those mentioned in the Schedule, may be carried on on Sundays, can be answered only in connection with the general permission contained in §2, third paragraph, and §5 (identical with §4 of the Order formerly in force). The provision respecting the compensatory rest for workers who may be employed on the aforesaid accessory and incidental processes, has been partially amended, for practical reasons, in the second paragraph of §3 of the Order. The compensatory rest of these persons is, in future, to be regulated as regards its extent in exactly the same way as the compensatory rest for persons who have to perform the industrial processes which are declared in the Schedule to be permissible on Sunday and for the purposes of which the accessory and incidental processes in question are necessary.

As regards the various provisions of the Schedule the following points need to be emphasised.

The first paragraph of §3 requires that the compensatory rest in the case of persons employed under the Sunday Rest Act for more than three hours on Sunday shall be of the duration specified for the different cases in the second column of the Schedule. It should be noted in this connection that the most important alteration introduced by the new Order consists in the fact that it repeals, in general, except as regards the sugar industry, the former arrangement by which it was permissible (subject however, to conditions) to reckon the 18-hours period of rest on Sundays, arising from a change of shift under §3 of the Ministerial Order of 27th May, 1885 (R.G.Bl. No. 85), as the compensatory rest for the loss of the Sunday holiday. The following are the industries concerned [the figures relate to the existing Schedule and those in brackets to the new Schedule] :—

- 4 [5]. Iron smelting works.
- 5 [7]. Manufacture of enamel ware.
- 6 [8]. Lime, plaster-of-Paris, magnesite and dolomite kilns, and manufacture of cement.
- 7 [9]. Brickworks, including the manufacture of fireproof bricks and slag bricks.
- 8 [11]. Earthenware manufacture.
- 9 [12]. Glassworks.
- 10 [13]. Manufacture of carbon electrodes for electric lighting.
- 11 [14]. Manufacture of vessels of wood fibre.
- 17 and 18 [23]. Manufacture of wood fibre, cardboard and paper ; manufacture of cellulose from wood, straw, etc.

- 20 [25]. Maltworks and breweries.
- 23 [28]. Liquorice (liquorice juice) manufacture.
- 24 [29]. Syrup and grape-sugar manufacture.
- 28 [33]. Distilling and refining of spirits ; manufacture of pressed yeast.
- 32 [37]. Chemical industry.
- 33 [38]. Manufacture of fats and greases.
- 34 [39]. Mineral oil refining works and the manufacture of paraffin.
- 35 [40]. Production of gas for lighting and of water gas.
- 37 [41]. Central plant for the production and supply of electric currents.
- 51 [35]. Manufacture of potato starch.

Apart from the before-mentioned exceptions, the Schedule now requires that, in principle, a compensatory rest of 24 hours on the following Sunday or on a week-day or (but only in particular cases) 6 hours' rest on each of two days of the week, shall always be granted. In this connection, it should be noted that the manufacturer is responsible for granting the compensatory rest in accordance with the regulation, but that there is no further limitation as regards the method to be adopted for this purpose. It is the business of the manufacturer to arrange his shifts in such a way as to satisfy the new regulations and no objections ought to be taken to any such arrangement. In this connection, attention should be drawn, in particular, to the fact that it will not always be possible for the manufacturer to fix in advance and apply generally the selected alternative for granting the compensatory rest ; he will find it necessary, especially at first, to reserve to himself a certain freedom of choice and the possibility of testing measures adopted. Thus it seems better that these circumstances should be stated in the rules of employment themselves, rather than appear as a contradiction between the rules of employment and actual practice.

Finally, it is desirable to emphasise the point that the new Order, which is concerned with Sunday work only, does not affect the admissibility of the 18-hour shift which is allowed once a week for the purpose of alternating from the day to the night shift.

The following remarks may be made on the details of the new Schedule :—

*On (5). Iron Smelting Works.*

As regards puddling furnaces and rolling mills (*d*), a new restriction is important, namely, that the exceptional Sunday work is no longer allowed in order to make up for any interruption of work during the week, but only if the work has been interrupted on a holiday in the course of the preceding week for at least 24 hours. It should be noted here, on a point of form, that the remark in the second column of the Schedule, which is bracketed to include this paragraph, is really meaningless in this connection, since no further compensatory rest need be allowed for the Sunday work allowed in puddling works and rolling mills in accordance with the above rule.

*On (6). Manufacture of Metallurgical Products.*

This item is entirely new. It should be observed that works of this kind were formerly treated as coming under the regulations for chemical works, in view of various standardising provisions issued by the Ministry of Commerce.

*On (9). Brick Works, Manufacture of Fireproof Bricks, and Burnt Carborundum and Emery Discs.*

The preparation of the clay by adult men for two hours, which was allowed under (7) of the former Schedule, is no longer to be permitted, from 1st October, 1913.

*On (11). Earthenware Manufacture.*

Attention is drawn especially to the point that the processes allowed under (b) are only permissible for a duration of three hours and at latest until 9 a.m.

*On (12). Glass Works.*

These are governed by special provisions.\*

*On (24). Grain Mills.*

The grinding process is now allowed only in the case of windmills and mills with their own water power and with a small staff (two or three persons).

*On (27). Sugar Manufacture.*

(a) *The production of raw sugar.* The automatic filling of the sugar by centrifugal apparatus or by mixing apparatus is to be regarded as a process belonging to the centrifugal station and as such permitted on Sunday. As regards the compensatory rest, permission is only allowed to a limited extent to use the 18-hour rest resulting from the weekly change of shifts as the compensatory rest, which was formerly permitted in the case of sugar-refining and the extraction of sugar from molasses.

*On §5 of the Order.*

As regards this Section, which is identical with §4 of the existing Order, it should be noted that it appears permissible to apply it by analogy to shipping.

*On §7 of the Order.*

The new Order transfers to the provincial authorities power to allow exceptions to the regulations affecting Sunday rest as regards market gardeners, in respect of the making of bouquets and wreaths (*b*); photographers (*m*); the manufacture and sale of soda-water (*n*); and the manufacture and sale of ice (*o*), which are consequently excluded from Ministerial regulation. This arrangement was adopted because it appears that the local needs concerned are so diverse that uniform regulation proves impracticable. The authorities concerned (Statthaltereien; Landesregierungen) are hereby requested to issue the necessary Orders, without delay, limiting Sunday work to what is absolutely necessary, in order that these trades may not be in an unregulated condition on October 1st. On this occasion the authorities are strongly recommended to re-publish in one codified Order all the regulations formerly issued in their respective districts, concerning the permitted Sunday work, both for manufacturing and commercial concerns and office work, unless this step would involve special technical difficulties, and to include in this codification the regulations for the four branches of trade mentioned above, which are now referred to the said authorities (Statthaltereien; Landesregierungen).

Since, in pursuance of §VI., paragraph 5, of the Act respecting Sunday and holiday rest in industrial concerns, the regulations concerning the permitted Sunday work and compensatory rest are to be included in the rules of employment, the authorities (Statthaltereien; Landesregierungen) are requested to

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\* Issued in the Ministerial Order of 13th September, 1913. (R.G.Bl. No. 208; Text E.B. VIII., p. 367.)

instruct the subordinate industrial authorities to make the necessary arrangements for the rules of employment to be re-drafted in the sense of the new regulations, if possible by 1st October, 1913. If it should be impossible to carry this out by that time, special attention should be devoted to getting matters into order at an early date.

(b) *Ministerial Order of 14th September, 1912 (R.G.Bl. No. 187), by which the special regulations issued in virtue of §74a of the Industrial Code, concerning periods of rest in industrial undertakings, are partly modified.*

The most important innovation introduced by the Order is in §3. It consists in the introduction, without exception, of the break of one-and-a-half hours as fixed by law under §74a of the Industrial Code or §74e (according to the numbering introduced by the Act of 21st April, 1913\*) in the case of all newly regulated undertakings—which are chiefly the so-called continuous industries—as well as all persons as regards whom §1 of the new Order introduced changes in the former Order. The exemptions which the Order maintains consist, consequently, in the postponement of the hour of beginning the breaks, in the method of dividing and arranging them, and, in general, in allowing them not to be given at the same time for the whole undertaking, but to be arranged for the individual workmen according to the necessities of the undertaking.

In industries to which the amending provisions relate, one hour's break at mid-day must also be allowed in principle. The individual cases where this is not possible for technical reasons, and where consequently a further reduction of the mid-day break must be allowed, are expressly enumerated for the various industries.

As regards the other intervals excluding the mid-day break, a minimum duration for each break is not fixed, but in calculating the intervals for individual workmen the principle must be observed that quite insignificant interruptions in work shall not be regarded as breaks.

Since it will often arise that in industries affected by the amendment introduced by §1 of the new Order, workmen have to perform processes in two or more classes of work, the breaks for which are, however, regulated differently under this Order and under the quoted paragraph of the Industrial Code, it should be noted that in such cases, the breaks should be arranged in accordance with the regulation which applies to the work in which the workman is principally employed.

As regards the particular points in which §1 of the Order is amended, attention is drawn especially to the point that, as regards the form, not only are the contents of the different divisions amended, but also the headings of the divisions have\* been considerably extended or amended, and several branches of industry which are new since 1885 have been included and certain others have been re-classified for technical reasons.

The following remarks may be made on the details of the Order :

*On §1, No. 1, paragraphs 2 and 3.*

These exemptions are to apply only to those steel works where there are only two Martin (crucible or electric) furnaces, or where furnaces of this kind in excess of this number have been completely shut down either permanently or for a long period, or are being rebuilt, and where, moreover, only one set of workers is available for two such furnaces.

*On §1, No. 2.*

Smelters in enamelling works are to include only those workers who are engaged in fusing the component parts of the enamel.

\* Text E.B. VIII., p. 270.

*On §I, No. 5.*

In order to distinguish the chamber and annular furnaces mentioned under (a) (1) and (3) respectively, it should be noted that the former should be held to include even many-chambered furnaces, when the burning is not carried on progressively from one chamber to another (Mendheim furnaces are consequently to be regarded as annular furnaces).

*On §I, No 6, paragraph 3.*

Bottle and sheet-glass machines should be regarded as automatic only when no manual labour is used, except in conveying the molten glass and removing the finished bottles or sheets.

*On §I, No. 7.*

Only paragraph (a) of the old Order is amended ; paragraph (b), respecting spinning and mechanical weaving, remains unaltered.

*On §I, No. 8.*

Emphasis is laid upon the point that the manufacture of cellulose is now regulated exclusively in No. 8 ; the Order of 27th May, 1885, did not affect this industry, it was in practice regulated as regards breaks in work partly by No. 8 (Manufacture of paper and pulp) and partly by No. 14 (Chemical industry).

*On §I, No. 9.*

Attention is drawn to the fact that the second paragraph of No. 9 of the old Order respecting breaks in work, which deals with grinding mills with a small number of workers, remains unaltered and now forms the third paragraph of this division. Thus the reference in §3 is not exhaustive ; according to the wording of No. 9, the present second paragraph of this division also comes into consideration as regards the granting of breaks of an un-reduced total duration.

*On §I, No. 14.*

The new provisions differ from the old regulations in the fact that the regulation of breaks is arranged in the latter according to the particular class of chemical industry concerned, and under the new Order according to the various operations and processes ; this change was adopted chiefly because it seems altogether impossible to enumerate exhaustively all branches of the chemical industry. By the method of regulation selected, the way was, moreover, prepared in advance for the inclusion of new chemical industries or operations and processes, which are continually arising.

*On §I, No. 20.*

The existing Order only contemplated persons tending steam boilers and steam engines ; but division 20 of the new Order extends its application to persons in charge of all other engines and of gas generators and kindred installations. This has extended the group of persons concerned to a very considerable extent. Special attention is drawn to this point.

*On §2 of the Order.*

§2 of the new Order contains, in accordance with §III. of the Order, no new provisions, but merely the concluding sentences of the §1 therein contained which were not sufficiently clear in the former Order ; according to this Section it is specially provided that all the regulations of §1 of the new Order affecting breaks shall apply also to night-work.

*On §5 of the Order.*

This Section deals with undertakings where the daily shifts are not changed in the customary manner in the morning and the evening, and with the alternation from the day to the night shift which must be undertaken once a week (18-hour alternating shift).

*On §9 of the Order.*

Special attention is drawn to this entirely new requirement, which reduces the breaks to a total of half-an-hour in the case of shifts of a maximum duration of 8 hours.

*On §10, paragraph 2, of the Order.*

Permission to require workers in certain cases to remain near their work-places even during the breaks, is combined with the express condition that the employer shall give the workers proper opportunity for availing themselves of the intervals according to the regulations. It will consequently be necessary to see that, taking into consideration especially the season of the year, rooms are provided for the workers where they can take their meals and rest. The workers should not be required to use factory canteens as rest-rooms in this sense.

As regards paragraph 3, it should be noted that the enumeration in the rules of employment of each enterprise of the classes of workers who may be required to supervise work or remain in readiness in accordance with §10, will have to be adapted to the needs of the particular undertakings. Consequently the Ministry of Commerce does not contemplate issuing a general enumeration or designation of the classes of workers concerned.

It is left to the manager of the works to decide when the supervision must be continuous or the men ready to resume work, without prejudice, of course, to the supervisory rights of the authorities.

The industrial authorities should be immediately instructed to take steps in order that the rules of employment in which the provisions respecting breaks in work are to be included in accordance with §88a (c), may be re-drafted, in conformity with the new regulations, if possible by 1st October, 1913. Should it not be possible to carry this out by that time, special attention should be devoted to getting matters into order at an early date.

2. *Kaiserliche Verordnung (R.G.Bl. Nr. 80) betreffend die Unfallversicherung der Bergarbeiter.* Vom 7 April 1914. (Soziale Rundschau 1914, II., 179).

**Royal Order respecting the Accident Insurance of Miners.** (Dated 7th April, 1914.)

1. The obligation to insure against accidents in pursuance of the Act of 28th December, 1887 (R.G.Bl. I, ex 1888), shall be extended to all mining operations coming under the supervision of the mining authorities (§5a of the Mining Act) and the premises connected therewith, including boring works for reserved minerals (§3a of the Mining Act) and works for the winning of mineral wax (ozocerite, native paraffin) and asphalt (§19, paragraph 1, of the Act of 9th January, 1907, R.G.Bl., No. 7).

2. The insurance shall be effected through a special insurance institution (Accident Insurance Institution for Miners).

Workers and works officials in naphtha works (rock-oil, petroleum, earth-pitch) who were formerly insured in the district Accident Insurance Institutions in accordance with §19, paragraph 2, of the Act of 9th January, 1907 (R.G.Bl. 7), shall be insured in the Institution for Miners; the same shall apply

to the workers and works officials of those industrial undertakings subject to compulsory insurance, the employees of which belong to a Miners' Provident Fund in conformity with §11 of the Provident Clubs Act (Bruderladengesetz) of 28th July, 1889 (R.G.Bl., No. 127), as amended by §1 of the Act of 17th September, 1892 (R.G.Bl., No. 178). §11, paragraph 2, and §49, paragraph 2, of the Provident Clubs Act shall cease to have effect in so far as they relate to insurance against accidents.

Workers and works officials who are insured in a Miners' Provident Club only to the limited extent mentioned in §10, paragraph 2, of the Provident Clubs Act (members with reduced benefits) shall be removed from the provident fund of the Club on the commencement of the insurance in accordance with this Order.

3. The Acts of 28th December, 1887 (R.G.Bl., No. 1, ex 1888), 20th July, 1894 (R.G.Bl., No. 168), and 8th February, 1909\* (R.G.Bl., No. 29), with the modifications arising from the provisions here following, shall apply by analogy to the Accident Insurance Institution for Miners and the insurance effected through it.

4. One-third of the members of the board to be appointed in accordance with §12 of the Accident Insurance Act of 28th December, 1887 (R.G.Bl., No. 1, ex 1888), shall be nominated by the Minister of Public Works, in agreement with the Minister of the Interior, from amongst persons intimate with the economic, technical and hygienic conditions of mining.

The board shall elect, from amongst their own members, a chairman and two deputy chairmen, provided that these functionaries shall be selected one from each of the three groups forming the board.

5. The decision as to the compensation to be paid shall rest with special committees of three members, to which each of the three groups forming the board, voting separately, shall appoint a representative and a substitute.

Should the committee fail to come to a unanimous decision as regards the granting or disallowing of a claim or as regards the amount of a claim, or if one member of the committee so desires, the final decision shall rest with the board of the Institution.

In this case or, in general, in cases where the compensation cannot be assessed immediately after the death or the right to compensation accrues, the committee may grant provisional compensation by a majority vote.

6. The rules of the Accident Insurance Institution for Miners, which shall be subject to the approval of the Ministry of the Interior in agreement with the Ministry of Public Works, shall contain detailed provisions as regards the headquarters, organisation, internal arrangement and business management of the Institution.

Provisions shall also be included, in particular, respecting the assessment and collection of the insurance contributions, the right of members to vote and stand for election, and the election of representatives to the board and the arbitration courts, and further, the scope of the functions of the board, of the sub-committees and of the managing officials, the establishment, if desired, of business centres (offices), and finally the conditions under which the rules may be amended.

The first rules shall be drawn up by the Minister of the Interior in agreement with the Minister of Public Works, after consultation with representatives of the employers and of the insured persons.

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\* Text E.B. IV., p. 69.

In addition, the Minister of the Interior in agreement with the Minister of Public Works shall issue the necessary transitory instructions for bringing the Institution into being.

7. The Accident Insurance Institution may confer upon the Miners' Provident Clubs the duty of acting as intermediaries between the owners and insured persons on the one hand, and the Institution on the other, and especially of co-operating in inquiries into accidents. The Provident Clubs shall be bound to co-operate in this way, if claim is made to their assistance. The rules of the Institution shall contain more detailed provisions on these matters.

The Provident Clubs shall be entitled to some remuneration for their co-operation, beyond the reimbursement of out-of-pocket expenses; the amount of such remuneration shall, in the event of no agreement being come to, be fixed by the Ministry of the Interior in agreement with the Ministry of Public Works.

8. The Controllers of Mines (Berghauptmannschaft) shall have power to make binding determinations for specified districts as regards the value of payments in kind, after consultation with representatives of the employers and of the insured persons.

9. Accidents taking place on the way to work from home, or home from work, shall be treated as accidents arising in the course of employment (§1 of the Accident Insurance Act), provided that the journey in question was not interrupted in the insured person's own interests or for some other reason not connected with the employment.

In assessing the accident annuity for persons who, not having finished their training, are not paid at all or do not receive full pay, the yearly earnings shall be reckoned on the basis of the lowest earnings of fully paid insured persons in the occupation for which the person concerned was training.

The accident annuity for young workers, such as trammers, etc., shall not be assessed on the basis of annual earnings lower than 600 Kr.

10. The Insurance Institution shall have the right, at any stage of the cure, to take over the care of an injured person from the sick fund to which he belongs. In this case the Institution shall take over all the duties and rights of the sick fund as regards the care of the sick person and provision for the dependants.

On the conclusion of the treatment, the injured person shall not be given free attendance in a sanatorium instead of the annuity due to him, without his consent; the Insurance Institution may, in this case, give the injured person suitable compensation for the loss of earnings occasioned by the extension of the treatment.

An injured person may be required to remove to a hospital or sanatorium at the expense of his annuity in all cases if he deliberately hinders or delays his cure; in this case the dependants of the injured person shall be provided for in the manner contemplated in the first paragraph.

If for the purpose of deciding on the claim of an injured person to an annuity, it is necessary, according to medical opinion, for the case to be placed under observation in a hospital, the injured person may, for this purpose, be required to remove to a hospital for so long as may be necessary. The expenses incurred in this way shall be a charge upon the Insurance Institution.

If the injured person fails, without legal or other good reason, to obey an order of the Insurance Institution issued in pursuance of this Section, the annuity for the period in question may be suspended wholly or in part.



11. The allocation among the classes of risk (§14 of the Accident Insurance Act) of the works insurable in the Insurance Institution, and any changes in this allocation, shall be carried out by the board, subject to the approval of the Minister of the Interior in agreement with the Minister of Public Works.

12. The insurance contributions in accordance with the scale shall be payable exclusively by the owner of the insured undertaking.

13. The central reserve fund of the Miners' Provident Clubs established in conformity with §37 of the Provident Clubs Act of 28th July, 1889 (R.G.Bl., No. 127), shall be transferred to the Insurance Institution for Miners. §37 and 38 of the aforesaid Act shall cease to have effect.

14. The obligation of the provident funds of the Miners' Provident Clubs to make provision for permanently incapacitated members shall be maintained, even when the incapacity is the result of an industrial accident for which compensation is payable under this Order. But the claim against the provident fund shall be suspended in this case and also when a person, being in receipt of an accident annuity from a previous accident, afterwards makes a claim to invalidity benefit from a Miners' Provident Club, in so far as the two claims together exceed 60 per cent. of the earnings on the basis of which the accident annuity is assessed. If the invalidity benefit exceeds 60 per cent. of the earnings, it shall not be reckoned in the amount of the accident annuity.

So long as the injured person is so helpless as a result of the accident, after his treatment is concluded, that he needs to be nursed and attended by another person, the claim to invalidity benefit shall be suspended in so far as the two allowances (invalidity benefit and accident annuity) together exceed 90 per cent. of the earnings in question.

The dependants of persons killed, who have a claim from the accident insurance, shall have no right to benefit from the Miners' Provident Clubs.

15. The Arbitration Courts of the Accident Insurance Institution for Miners, the centres and districts for which shall be determined by Order, shall alone be competent to decide on claims for compensation made against, but not admitted by, the Accident Insurance Institution for Miners. These Arbitration Courts shall be established either at the headquarters of the mining authorities or at those of the Arbitration Courts of the Workmen's Accident Insurance Institutions.

§38 of the Accident Insurance Act shall apply, by analogy, to these Arbitration Courts and to the procedure before them.

Two persons, with technical training, nominated by the Minister of Public Works in agreement with the Ministers concerned, and, in addition, a representative of each of the employers and insured persons from the establishments insured in the Institution, shall take part as assessors in the proceedings of the Arbitration Courts. The representatives of the employers and insured persons shall be elected in accordance with the detailed requirements of the rules of the Institution.

Cases shall be brought before the Arbitration Court of the district in which the insurable undertaking is situated.

The expenses connected with the establishment and management of the Arbitration Courts shall be borne by the Accident Insurance Institution for Miners.

The Courts of Arbitration shall decide, in addition, disputes between Miners' Provident Clubs and the Accident Insurance Institution arising out of the application of §14. Jurisdiction shall, in such cases, be according to the headquarters of the Miners' Provident Club concerned.

16. The functions conferred upon the political authorities or the industrial inspectors, as the case may be, by §§18 (paragraph 2), 28, 29, 30, 31, 50, and 54, of the Accident Insurance Act, shall devolve upon the mining authorities as regards undertakings coming under their supervision.

The decisions resting with the political authorities under the Accident Insurance Act shall be made by these authorities in agreement with the mining authorities, in so far as undertakings insured with the Accident Insurance Institution for Miners are concerned.

17. State supervision over the Institution shall be exercised by the Minister of the Interior in agreement with the Minister of Public Works.

18. The Accident Insurance Institution for Miners shall intervene in private insurance agreements within the meaning of §61, paragraph 2, of the Accident Insurance Act, in accordance with §61, paragraphs 2 and 3, of that Act, if they were concluded at latest three months before the publication of this Order.

Insurance agreements shall be notified as provided for in §61, paragraph 3, of the Act in question, to the controllers of mines.

19. This Order shall come into force the day of its notification as regards the preparatory measures necessary for its administration.

The date of the commencement of the insurance shall be fixed by Order of the Minister of the Interior in agreement with the Minister of Public Works, provided that it shall not be later than 1st January, 1915. At the time fixed for the commencement of the insurance, undertakings, which were insurable in the district Accident Insurance Institutions, shall be removed from these Institutions.

20. The Ministers of the Interior and of Public Works, in agreement with the other Ministers concerned, are entrusted with the enforcement of this Order.

## II. Hungary

*A kereskedelemügyi m. kir. minister 9.889/1912 eln. számú rendelete, a fehér vagy sárga foszforral való gyújtógyártás eltiltásáról szóló 1911 évi. Vtörvény-cikk végrehajtásánál követendő eljárás tárgyában 1912. (December 31—én.)*

**Order by the Minister of Commerce for the carrying into effect of §V. of the Laws of 1911, relating to the prohibition of the manufacture of matches, etc., from white or yellow phosphorus.** (Dated 31st December, 1912, Z 9889/12.) (Budapesti Közlöny Nr. 3 vom 4 Januar 1913.)

In pursuance of §§7 and 8 of the Act, I make the following Order for the carrying into effect of §V. of the Laws of 1911,\* relating to the prohibition of the manufacture of matches, etc., from white or yellow phosphorus :

1. Those regulations of §5 of the Laws of 1911\* which prohibit the manufacture of matches, etc., from white or yellow phosphorus, shall come into force on 1st January, 1913, in accordance with §8 of the Act ; from that day, therefore, no igniting agent containing white or yellow phosphorus may be stored or used in the manufacture of matches, etc.

In pursuance of the last paragraph of §1 of the Act, the prohibition referred to in the above paragraph shall not apply to the manufacture of fuses used for lighting the safety lamps employed in mines.

\* Act of 16th January, 1911, Text E.B. VII., p. 209, No. 1.

2. In pursuance of the first paragraph of §3 of the Act, the royal industrial inspectors shall supervise the observance of the prohibition of the use of white or yellow phosphorus in the manufacture of matches, etc., within their province, as defined by §XXVIII. of the Laws of 1893.

The royal industrial inspectors shall, within 15 days from the coming into force of the Act and subsequently within the period fixed by law, or whenever the necessity arises, be bound to inspect all match factories (undertakings in which matches, etc., are manufactured), in order to ascertain whether the Act is being duly observed.

Should an industrial inspector during the course of his inspection of a match factory (undertaking in which matches, etc., are manufactured) come to the conclusion, either from the mode of manufacture (the use of certain apparatus) or from the quality of the igniting agent used or of the finished goods, that, in the match factory (undertaking in which matches, etc., are manufactured) concerned, white or yellow phosphorus is being used in the manufacture of matches, etc., he shall be bound to take a sample of suitable size of the seemingly suspicious matches, etc., and, in virtue of the provisions of paragraph 2 of §3 of the Act, he shall, if requested to do so by the proprietor of the undertaking, or his representative, leave in their possession a portion of the said sample officially sealed.

Should it not be possible, from the sample taken, or in some other manner, to ascertain that the proprietor of the undertaking uses white or yellow phosphorus, the sample shall be submitted for examination to the Royal Hungarian Industrial Institution for Testing and Approving Materials.

Should it be possible to establish, either in virtue of the opinion of the Royal Hungarian Industrial Institution for Testing and Approving Materials or from some other circumstance, that white or yellow phosphorus is being used, the Royal Industrial Inspector shall be bound, in pursuance of §4 of the Act, to give immediate notice of penal proceedings against the person concerned.

3. In pursuance of the provisions of §8 of the Act, those regulations of the Act, which prohibit the storing, the bringing on the market and the sale, as well as the importation into the territory of the Royal Hungarian Crown, of matches, etc., manufactured with white or yellow phosphorus, shall come into force on 1st July, 1913. In pursuance of §3 of the Act, the industrial authorities named in §166 of Act XVII. of 1884 shall supervise the observance of this prohibition. The industrial authorities of first instance or the authorities (§4) competent to deal with infringements as defined in §5 of the Act, shall be bound, in the event of a notification or a complaint, or even without such, to inspect undertakings and business premises subject to the Act. For the chemical examination of seemingly suspicious matches, etc., the industrial authorities shall proceed in conformity with the provisions of §2.

4. The following authorities shall be competent to deal with all matters relating to the infringements defined in §5 of the Act :

(1) As first instance : in small and large communes, including Rákospalota, Erzsébetfalu, Kispest and Pestszentlőrinc, the Chief Presiding Justice or Presiding Justice ; in towns with a permanent magistrate and in municipal towns, including Ujpest, the Chief of the Police or his deputy, or, in his absence, the official appointed by the magistracy for that purpose ; within the jurisdiction of the Capital, Budapest, the magistracy.

(2) As second instance : in small and large communes, as well as in towns with a permanent magistracy, including Rákospalota, Erzsébetfalu,

Kispest, Pestszentlőrinc and Ujpest, the deputy governor; in municipal towns and within the jurisdiction of the Capital, Budapest, the magistracy.

(3) As third instance: the Royal Hungarian Minister of Commerce, in conformity with the regulations for police proceedings in all matters of infringement coming within the province of the administrative authorities.

Proceedings shall be instituted officially with respect to industrial infringements defined in §5 of the Act.

5. §2 of the Act authorises the Minister of Commerce to prohibit, by Order, for the whole territory of the Holy Hungarian Crown, not only the use of igniting agents or coatings containing white or yellow phosphorus, but also for reasons of health and safety, the use in the manufacture of matches, etc., of other igniting agents and coatings of dangerous composition. Whenever, therefore, the industrial inspectors, in the course of their official duties, shall observe any facts (symptoms to be detected with respect to factory workers, illnesses traceable to poisoning) which would lead to the conclusion that, although in the match factory concerned white or yellow phosphorus is not being used in the manufacture of matches, etc., other igniting agents or coatings are used which, from the point of view of health and safety, are shown to be of dangerous composition, they shall be bound to take a suitable sample of the said igniting agents or coatings as also of the finished matches, etc., and forward the same, together with a report of the case, to the Minister of Commerce, or, as far as Croatia and Slavonia are concerned, to the Ban of Croatia, Slavonia and Dalmatia, who will forward them to the Minister of Commerce.

6. The present Order shall come into force on the day of its publication.

### III. Belgium

*Loi apportant des modifications à la loi du 13 décembre 1889 sur le travail des femmes, des adolescents et des enfants.* 26 mai 1914 (Revue du Travail, XIX., 650).

**Act to amend the Act of 13th December, 1889, relating to the employment of women, young persons and children.** (Dated 26th May, 1914.)

1. (4) The regulations hereinafter mentioned of the Act of 13th December, 1889, relating to the employment of women, young persons and children shall be amended as follows:—

I. The following provisions shall replace No. (2) of §1:—

“(2) In works, mills, factories, workshops, hotels and public-houses, offices of industrial and commercial undertakings.

“The King may decree, unreservedly or under certain conditions, that the working period for adult women in hotels and public-houses shall be prolonged after 9 p.m., provided that, between the termination of one period of work and the commencement of the next, there shall be granted an interval of at least 11 hours.”

II. The following provisions shall replace paragraph 2:—

“Children under the age of 14 years shall not be employed.

“Nevertheless, this age limit shall be reduced to 13 years in the case of children holding a leaving certificate issued in pursuance of the Act relating to compulsory school attendance and amending the Principal Act on primary education.

"The King may sanction, in the manner defined in §8, the employment of children between the ages of 13 and 14 years, and, until the establishment of the 4th Standard, but not after 1st January, 1920, of children between the ages of 12 and 14 years, for a certain number of hours per day, for a certain number of days and under certain conditions, taking into consideration the claims of elementary and technical instruction, the nature of the occupation and the requirements of the particular industry, occupation or trade.

"The provisions of this Section shall also apply to homework done on behalf of a contractor."

III. The following provision shall be added to §4, of which it shall form the third paragraph :—

"Employers shall not give out to the said persons homework in such quantities as to occupy time in excess of the working period fixed in pursuance of the present Act or by Decree."

IV. §11 shall be replaced by the following provision :—

"Heads of undertakings shall post up any notices which may be considered necessary for the enforcement of the law.

"They shall obey all other rules laid down by Royal Order."

V. The following words shall be added at the end of §12, paragraph 1 :—

"Without prejudice to the duties incumbent on the regular police authorities."

VI. The following sentence shall be added to §14, paragraph 1 :—

"In the case of an infringement of §2 of the present Act the minimum fine shall be 50 francs."

VII. In paragraph 3 of §14 and paragraph 2 of §15 the words "twelve months" shall be replaced by the words "five years."

VIII. The following sentence shall be added to §18 :—

"In the event, however, of repeated contraventions, §85 of the Penal Code shall not apply."

(B) The Act of 13th December, 1889, relating to the employment of women, young persons and children shall be supplemented by the following provisions :—

"The King may, in the manner defined in §8, extend the application of the provisions of this Act to all other work likely to endanger the health or the moral welfare of children."

2. In §1 of the Act of 10th August, 1911,\* relating to the prohibition of night-work for women employed in industrial concerns, the following words shall be deleted :—

"Industrial concerns where more than ten male and female workers are employed and, in general to."

The said Act shall henceforth apply to all undertakings subject to the Act of 13th December, 1889, amended in pursuance of §1 of the present Act.

3. The Government shall consolidate† in one text, under the title "Act relating to the employment of women and children," the provisions of the present Act together with the provisions remaining in force of the Act of 13th December, 1889, and of the Act of 10th August, 1911\*. For this purpose, the Government shall have power to alter the numbers of the Sections and to co-ordinate, under the title "Transitory Provisions," the provisions of the

\* Text E.B. VI., p. 156, No. 27.

† Cf. Notification by the Governor General in Belgium of 15th December, 1914, in the Supplement to the present volume under the heading "Belgium."

Act of 13th December, 1889, the operation of which will cease with the coming into force of §33 of the Act of 5th June, 1911\*, relating to mines, pits and quarries. In the consolidated text, §8 of the Act of 13th December, 1889, beginning with No. 1, shall be replaced by the corresponding provisions of §8 of the Act of 10th August, 1911†; the words "young persons" shall be deleted everywhere and the words "heads of industrial concerns" (*chefs d'industrie*) shall be replaced by the words "heads of undertakings" (*chefs d'entreprises*).

4. §§1 and 2 of the present Act shall come into force on the date to be fixed by the Royal Consolidating Order to be issued in pursuance of §3.

## IV. France

1. *Loi du 7 août, 1913, sur le recrutement de l'armée.* (Bulletin du Ministère du Travail et de la Prévoyance Sociale, xx., 72[\*].)

**Act relating to the recruitment of the Army.** (Dated 7th August, 1913.)

### [EXTRACT.]

5. §7 of the Act of 21st March, 1905, is amended as follows :—

"The period which functionaries, officials and subordinate officials of all State Administrations, workers and employees in State Administrations spend with the colours, both before and after being incorporated into their regiments, shall be considered as equivalent to the same period of civil service, in regard to the years of service for old age pensions, as well as those required for promotion.

"This period, which shall be considered as one, shall be calculated immediately after its termination, should the military service have begun after the incorporation into the regiment, or from the date of such incorporation into the regiment, should the said service have been rendered previously."

12. §22 of the Act of 21st March, 1905, is amended as follows :—

"The families of persons serving either with the Army or the Navy who, before being called up, were actually the indispensable breadwinners of their families, shall, upon application, be entitled, in times of peace, to a daily State allowance for the period during which the said persons remain with the colours.

"This subsidy shall be fixed at frs. 1.25 per day. It shall be increased by fr. 0.50 for every child under the age of 16 years who is dependent on the breadwinner of the family.

"This subsidy shall be payable to the families of persons in military service, who are shown to be the indispensable breadwinners of their families, during the period for which they are called upon to serve with the colours.

"Such families shall submit their applications to the mayors of the communes in which they are domiciled. They shall be given a receipt in acknowledgment. The following documents shall accompany the application :—

"(1) A schedule of the taxes paid by the family, which must be counter-signed by the tax collector ;

\* Extract E.B. VI., p. 154, No. 24.

† Text E.B. VI., p. 156, No. 27.

" (2) A statement, confirmed by the mayor of the commune, giving the number and position of the members of the family, whether living together under one roof or separately, as well as the sources of income and the means of each one."

21. §38 of the Act of 21st March, 1905, is replaced by the following regulations :—

" Persons in military service who voluntarily joined the colours as levies or who, having been called up, are fulfilling their period of compulsory service, shall be entitled, during their three years' service, to leave or furlough for a total period of 120 days, exclusive of Sundays and holidays.

" Persons who are agriculturists by profession shall be entitled to obtain such leave in one or two periods during the season for field work, and in this respect they shall take precedence over others.

" In the case of persons called up, their professional status as agriculturists shall, after inquiry by the police (gendarmerie), be registered when they appear before the Council of Revision ; in the case of volunteers, such registration shall take place at the recruiting office.

" The periods for agricultural labour shall be fixed annually by the General Councils during their April sitting, or, failing the General Councils, by the Departmental Committees. The Prefects shall communicate the periods thus fixed to the military authorities, who shall take them into consideration when granting leave to agriculturists."

33. §65, paragraph 9, of the Act of 21st March, 1905, is amended as follows.

The same Section is supplemented by the following paragraphs :—

" The civil pension or the assistance which has been granted to the widow or orphans of a civil functionary or employee, serving in a public administration, or in any other administration in which posts are reserved to persons formerly in military service, and who, at death, was the holder of a military proportional pension, shall be deducted when calculating the total period of the father's military and civil service. Every year of military service shall entail a deduction of one twenty-sixth of the amount of the pension or assistance to which the said widow or orphans would have been entitled had the husband or father been twenty-five years in military service. . . ."

2. *Loi du 8 août, 1913, sur les engagements et rengagements dans l'armée de mer et portant modification de la loi du 24 décembre, 1896, sur l'inscription maritime.* (Bulletin du Ministère du Travail et de la Prévoyance Sociale, xx., 74 [\*].)

**Act relating to enlistment and re-enlistment in the Navy and to amend the Act of 24th December, 1896, concerning enlistment in the Navy. (Dated 8th August, 1913.)**

[EXTRACT.]

11. The families of persons in naval service, who are actually the indispensable breadwinners of their families, shall receive the same assistance as that granted to the families of persons in military service, who have been recognised as the indispensable breadwinners of their families.

## V. Greece

**Act relating to Associations (No. 281). (Dated 21st June/4th July, 1914.)**

[EXTRACT.]

### PART I.—GENERAL REGULATIONS APPLICABLE TO ALL ASSOCIATIONS

[§§I-III].

1. As associations within the meaning of the present Act shall be considered societies or unions of not less than seven persons, who permanently combine their knowledge or activity without any desire for financial gain. The formation of associations shall be permitted within the State, provided their purpose does not contravene the Acts in force or offend against good morals. . . .

3. The managing committee of an association shall be composed, irrespective of sex, of Greek subjects of full age, or who have been declared to have attained their majority, who possess the legal capacity to manage their own affairs and who join the association as regular members; male members on the managing committee shall be possessed of full civic rights. Persons who are not Greek subjects may only become members of the managing committees of associations composed of foreigners domiciled in Greece. . . .

6. Every member shall be entitled to withdraw from the association at any time, provided he shall have paid the contribution for the current year. An action with respect to the payment of contributions may always be brought before the competent district Court, provided that the procedure laid down by Act No. 3974\*, concerning decisions on disputes arising between workers and employers with respect to the payment of earnings and wages is duly observed. For the purposes of the said procedure the association shall, in such a case, be considered as being the worker.

The resigning member shall remain liable to the association in regard to all obligations which the association may have undertaken during the period of his membership.

Every member of a trade union which maintains a provident fund shall retain all his rights with respect to the said fund, provided he shall have paid his contribution and obeys the rules.

7. A member of an association, who is entitled to a monetary or other claim against the said association, may bring an action against the association before the competent district Court, provided that the procedure laid down in Act No. 3974\* concerning decisions on disputes arising between workers and employers with respect to the payment of earnings and wages is duly observed. For the purposes of the said procedure, the association shall, in such a case, be considered as being the employer.

8. Minors above the age of 16 years and married women may become members of associations provided that the father, guardian or trustee of the minor, or the husband of the woman, shall not refuse his consent, which he shall forward in writing to the managing committee of the association. Upon the request, however, of the minor or the wife, the competent district Judge shall grant the necessary permission, after hearing or summoning the parties concerned.

Foreigners shall not become members of political associations.

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\* Act dated 31st December, 1911/13th January, 1912. Title E.B. VII., p. 283.



## PART II.—MUTUAL BENEFIT SOCIETIES [§§12-18].

12. Mutual benefit societies or funds shall be composed of persons who belong to the same or to affiliated trades and shall be solely intended to answer one or several of the following purposes :—

(1) To provide the members or their families with medical aid and medicines in the event of sickness or accident ;

(2) To grant monetary compensation to members in the event of sickness, physical injury, temporary incapacity for work, confinement, unemployment, sickness or death of cattle, or other misfortune ;

(3) To pay the burial expenses of members ;

(4) To grant monetary aid, either in one sum or in the form of a pension, to members who have become incapacitated for work through old age, accident or sickness, or to the families of deceased members ;

(5) In pursuance of the regulations of a Royal Order to be issued to grant loans, not exceeding 100 drachmas for any one member. Not more than one-fifth of the nett receipts shall be annually spent for this purpose.

13. Mutual benefit societies may contribute to the moral, spiritual or economic instruction of the class of worker included in them, or assist their members with the purchase of the tools necessary for their particular trades. Such expenditure for tools shall be entered in the annual preliminary estimate together with a statement of the manner in which it shall be met.

Apart from the cost of administration and management, the capital shall be expended solely for the purposes set out in the present and in the foregoing Sections.

The preliminary estimates shall be drawn up by the Board of Directors of the Association, sanctioned at a meeting of the members, and submitted to the Supervisory Board within not more than one month from the date of the commencement of the financial year.

14. Assistance, contributions, pensions or any kind of monetary payment due from a mutual benefit society to one of its members shall be neither transferred nor pledged ; every such transfer or pledge shall be null and void in law.

15. Any donation or legacy made to a mutual benefit society for a particular purpose shall remain separate from the total capital. Any interest accruing from such donation or legacy shall be expended solely in accordance with the instructions of the donor or legator.

Any inheritance, legacy or donation exceeding 1,000 drachmas shall only be accepted subject to the sanction of the inspecting authority for associations, appointed in pursuance of §29, paragraph 3 ; inheritances shall legally be under the benefit of the inventory.

Should a society enter into liquidation, all donations, inheritances or legacies shall become the property of the person nominated by the testator or donor or appointed in virtue of the rules, or, failing such provision, of the Workers' Provident Fund, which shall be regulated by a special Act.

16. Mutual aid funds, established in pursuance of §19 of Act No. 3981 of 1912, relating to the Miners' Fund, and administered in accordance with the Royal Order to be issued in virtue of the same §19, shall be legally recognised and, upon request of the Ministry for Social Welfare, entered in the register of recognised associations, defined in §29 of the present Act.

The persons interested in a pension fund within the meaning of Act No. 3220 of 1907 shall participate in its management, in the proportion of not less than one-third, through representatives selected by the Minister for Social Welfare.

The draft rules, and each modification of the rules of the fund concerned, shall in the first instance be submitted for the sanction of the Ministry of the Interior.

17. Mutual aid societies shall only acquire or maintain real estate for the establishment of their offices, assembly or lecture halls and libraries, and, in general, for the carrying into effect of their aims, after a special permit shall have been obtained from the Ministry for Social Welfare.

A contravention of this Section, provided the permit of the Ministry had been previously obtained, shall not invalidate a legal contract.

18. Funds which are established and managed exclusively by the workers in one and the same undertaking shall be considered as pension and insurance funds, within the meaning of (c) of §3 of the Act No. 4030\*, relating to the payment of workers and the wages of servants and employees, provided that the said funds are recognised in pursuance of the present Act.

Funds which are established and managed subject to the provisions of the preceding paragraph shall be considered as pension or insurance funds, within the meaning of (c) of the same Section of the Act mentioned in the preceding Section, provided that not less than two-thirds of the managing committee consist of the workers themselves.

### PART III.—TRADE UNIONS [§§19-23].

19. Trade unions shall serve exclusively the purpose of studying, protecting and furthering the economic or trade interests of their members, and shall be composed of persons who, irrespective of sex, as a rule follow the same or an affiliated industrial, commercial, agricultural or other occupation.

The participation of employers and employees, or of owners and tenants, in one and the same union shall be prohibited.

As agricultural workers shall be considered any persons who are in any way bound to a ground landlord, either by a labour contract or under conditions of serfdom. The ground landlord shall be considered the employer.

A worker who is a member of a workers' trade union shall legally cease to be a member of the said trade union as soon as he becomes an employer or enters upon a different occupation.

20. Trade unions shall not carry on any trade or industry. They may however :—

(a) Enter upon any buying or other contract for the purpose of carrying on schools or educational workshops ;

(b) Purchase raw materials, seeds, fertilisers, animals, machinery or other appliances or goods required for the exercise of their members' occupations, with a view to re-selling, letting or lending the same to the members ;

(c) Purchase the goods produced by their members for the purpose of re-selling ;

(d) Acquire real estate ; exclusively, however, for the establishment of their offices, assembly and lecture halls, libraries, trade schools and, in general, for the carrying into effect of their aims, and after obtaining a special permit from the Ministry for Social Welfare ;

(e) Conclude collective labour contracts with persons, corporate bodies, or with representatives of groups, fixing working conditions, *i.e.*, as regards engagement, dismissal and leaving of workers, payment of wages, hours of work, etc.

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\* Act dated 24th January/6th February, 1912. Text E.B. VII., p. 290, No. 8.

One or more members, acting as representatives of the union and appointed for the purpose at a meeting of the members, shall conclude the contract.

No commissions or profits shall be accepted with respect to the business transactions set out under (a), (b) and (c) of paragraph 2 of this Section. Trade unions shall also be prohibited from distributing among their members profits in any form in connection with the said business transactions.

In pursuance of the provisions of Act No. 2156 of 16th February/1st March, 1893, relating to the protection of industrial and commercial trade marks, trade unions may also cause industrial and commercial trade marks to be registered for the personal use of their members. Such trade marks shall be the property of the unions, which, in pursuance of the rules, or of the special regulations of the particular union, may cede them to their members, but without thereby making any kind of profit.

Business undertaken by unions in accordance with this Section shall not be considered as being a commercial transaction. Separate accounts shall be kept with respect to such business.

Should a trade union establish a trade school or a training workshop, the Ministry for Social Welfare may grant an annual subsidy to the union for the purposes of the said school or workshop or appoint Greek or foreign instructors and shall enter the necessary credit in the special preliminary estimate of the Ministry.

21. Provident and pension funds, established by recognised trade unions and recognised federations of trade unions, shall be administered by a separate managing committee and shall constitute corporate bodies. In virtue of the rules, however, the said committee may be composed of the same persons as the managing committee of the trade union or of a federation of such unions. Unrecognised trade unions or unrecognised federations of trade unions shall not establish and maintain provident funds.

22. Recognised trade unions shall have the right :—

(a) To send to the Superior Labour Council the representatives designated in §3 (e) and (f) of Act No. 3932,\* relating to the establishment of a Department for Labour and Social Questions ;

(b) To report to the competent authorities, through their legal representatives, those persons who contravene the labour laws, the Orders for the administration of the said laws and special regulations ;

(c) To establish, subject to approval, employment bureaux, as well as bureaux for the giving of free medical and legal advice.

23. Employers, directors, agents or other employees of any undertaking shall be prohibited :—

(a) From hindering workers, employees, or other salaried persons, in their work, by dismissal or the threat of dismissal, or from preventing the said persons by other inadmissible means from founding trade unions, joining such such unions or from becoming members of political parties ;

(b) From compelling the said persons by the same means to refrain from founding trade unions or to become members of any particular association ;

(c) From compelling workers by any means, when hiring their labour or prolonging their existing contract, to give a written undertaking that they will become members or cease to be members of such associations.

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\* Act of 12-25th November, 1911. Text E.B. VII., p. 280.

#### PART IV.—ASSOCIATIONS FOUNDED FOR OTHER PURPOSES [§§24–25].

##### PART V.—RECOGNITION, SUPERVISION, DISSOLUTION [§§26–38].

29. The supervision of associations shall consist exclusively in :—  
(a) the application of the provisions of the present Act ; (b) compliance with the rules of the association, and (c) the control of the management of the funds maintained by the association.

The competent Labour Inspection Department shall be charged with the supervision of workers' associations, mutual benefit societies and trade unions, the competent Prefecture with the supervision of other associations. In the absence of the labour inspector or labour overseer, the Prefect shall replace them in regard to the supervision of workers' associations.

The Ministry for National Economy shall act as the superior inspecting authority with respect to trade unions and mutual benefit societies, and, as regards other associations, the Ministry mainly concerned with the principal aim of the association in question.

An appeal may always be lodged with the competent Ministry, in its capacity as superior inspecting authority, against every action taken by the State officials designated in §2 ; the decision of the said Ministry shall be final.

31. The Courts may order the dissolution of an association :—

(a) Should the said association not comply with the provisions of §§1, 2, 3 and 20, paragraphs 1 and 2 (d) ;

(b) Should the capital of the association be used for a purpose other than that fixed by its rules ;

(c) Should the association deviate from the purposes with respect to which it was recognised ;

(d) Should the association have remained so long inactive that, in the opinion of the Court, its aim may be considered as having been relinquished.

##### PART VI.—PENAL REGULATIONS [§§39–42].

##### PART VII.—SPECIAL REGULATIONS [§§43–49].

43. Two or more trade unions or associations, founded for different purposes, may combine or federate for the pursuit of their common interests, each, however, retaining entire economic and administrative independence.

Such federations may be recognised in pursuance of the provisions of the present Act ; they shall, however, be bound to make known, in a suitable manner, the names of the members of the managing committee of each of the associations concerned.

With respect to the elections and decisions of such federations, each association shall dispose of a number of votes proportionate to the number of members who have fulfilled their obligations.

Recognised federations shall have the same rights and duties as those incumbent on individual associations in pursuance of the present Act.

48. Every three years the Minister of National Economy shall submit to the Chamber a report, accompanied by statistical tables, of the trade unions and mutual benefit societies established within the State.

##### PART VIII.—TEMPORARY AND FINAL REGULATIONS [§§50–56].

52. Every association which, upon the coming into force of the present Act, was already established both as a trade union and as a mutual benefit society, shall comply with the following regulations. Should the said association consist exclusively of either workers or employers, it may, within three

months from the coming into force of the present Act, by decision taken at a meeting of its members, arrived at by simple majority of the members present, specify the particular purpose it intends to pursue, or transform itself, in pursuance of §20 of the present Act, into a trade union which maintains a provident fund, by dividing its assets into two parts. Should such an association, however, consist both of workers and of employers, it may, after the coming into force of the present Act, only continue as a mutual benefit society, with the obligation of adapting its rules to the provisions of the present Act; in the contrary event, the provisions of §§37 and 49 of the present Act shall apply. Until the coming into force of the Act, however, a meeting of the members of such an association may determine its dissolution and the formation of two or several associations each consisting of those members who follow the same calling, and the division among the new associations of the joint capital of the original association. Such a meeting of members shall be invalid if the inspecting authority designated in §29, paragraph 2, of the present Act is not invited to attend; the said authority shall draw up a report of the meeting and give an opinion with respect to the questions which have been considered. In the event of a difference of opinion in regard to the division, the Provincial Court shall decide upon request and taking into consideration the report of the said authority. . . .

This regulation shall also apply to any federation of such associations.

53. Until the promulgation of a special Act respecting co-operative societies recognised associations shall have the right, subject to a special permit from the competent Ministry, to enter into contracts in their own name with the State, the Demes or the Communes for the carrying out of works and the supply of goods.

55. The necessary regulations for the application of the present Act shall be issued by Royal Order.

56. The present Act shall come into force three months after its publication in the Government Gazette and §22 on 1st-14th January, 1915.

## VI. Switzerland

*Loi fédérale sur l'assurance militaire.* Du 23 décembre, 1914. (Schweizerisches Bundesblatt 1915, I., 45.)

**Federal Act respecting Military Insurance.** (Dated 23rd December, 1914.)

### (A.) GENERAL PROVISIONS.

1. The Confederation shall insure persons in military service against the consequences of sickness and accidents, in conformity with the following provisions.

If any person in military service has been called up for service, exclusively in the interest of a particular canton or locality, the Confederation shall be entitled to claim back the cost of the insurance from the said canton. The Federal Assembly shall decide in the highest instance upon all disputes arising with regard to such matters between the Confederation and the cantons.

2. The following persons shall be insured against the consequences of sickness and accidents :—

- (1) Soldiers of all ranks while on service.
- (2) Officers on special service with foreign armies.

- (3) Commanders of units of the army.
- (4) Instructors.
- (5) Divisional Controllers of arms and their substitutes and assistants, during the exercise of their military functions.
- (6) Officials, guards and other permanent employees in fortifications.
- (7) Permanent employees and the auxiliary staff of the cavalry remount depot and of those connected with the horse department.
- (8) Permanent attendants at the Federal military hospitals.
- (9) The sanitary staff forming part of the Swiss Societies for assisting the wounded, duly organised and placed under the orders of the military authority, while on active service.
- (10) The members of the voluntary corps of motorists, while on service.

3. As regards the persons insured in virtue of §2, Sub-sections 1, 2, 5, 9 and 10, the insurance shall apply :—

- (1) To sickness and accidents happening during service or during the exercise of military functions ;
- (2) To sickness and accidents by which the insured persons are affected when going on duty or returning to their homes, provided that such going and returning takes place within a reasonable period ;
- (3) To sickness, resulting from injurious influences to which they were subjected during the above-mentioned period, provided that the said sickness has been verified by a duly qualified physician within three weeks, reckoned from the date on which the said period expired.

As regards the insured persons referred to in §2, Sub-section 3, the time comprised between the taking up of the command and the resignation of such command or the expiration of any other military function in connection with the said command, and, as regards the insured persons referred to in Sub-sections 4, 6, 7 and 8 of the said Section, the time comprised between the commencement and the termination of their engagement, shall be considered as the duration of service.

4. The following persons shall be insured against the consequences of accidents happening during the exercise of their functions :—

- (1) District commanders, sectional chiefs and other functionaries under command, during their service in connection with recruiting and the inspection of arms.
- (2) Officers, instructors and gymnastic experts and secretaries attached by the Confederation to the recruiting operations.
- (3) Experts charged with the valuation of horses.
- (4) Officers giving shooting instruction and the members of the shooting committees.
- (5) Officers' servants.
- (6) The assistant staff, whose task it is to attend to the targets and other appliances used in the instruction.
- (7) Persons engaged by a corps of troops on behalf of the Confederation.

5. The following persons shall be insured against the consequences of accidents happening during their period of office :—

- (1) The military members of rifle clubs ;
- (2) Persons taking part in preparatory military instruction ;
- (3) Persons employed as markers in connection with rifle clubs and preparatory military instruction ;
- (4) Young persons called up for examination as recruits, during such examination.

6. Illnesses or the consequences of accidents, which an insured person or his survivors attribute to injurious influences sustained during the period of insurance, but which have not been verified by a duly qualified physician within three weeks, reckoned from the termination of the service, duty, or training, shall only be taken into consideration if they result, certainly or in all probability, from the service and if the Chief Medical Officer has been informed of them at latest within a period of one year from the time when the injurious influence first appeared.

7. The Federal Assembly may extend the insurance to persons in the service not referred to in §§2, 4 and 5.

8. Military insurance shall not provide any benefit for sickness or the consequences of accidents which may exist at the time when the insurance commences.

Nevertheless, if the said sickness or consequences of an accident existed without the patient being aware of the fact, the benefits of the military insurance may be claimed in so far as the sickness or the consequences of the accident have been aggravated by military service.

In such a case, when fixing the benefits of the military insurance, account shall be taken, in an equitable manner, of the pre-existence of the sickness or the fact that the disablement is the consequence of an accident which happened previously to the commencement of the insurance.

9. If a person in military service, who has fallen ill or has been the victim of an accident previous to his entering the service, gives notice of this fact at latest at the time of entering the service and has not been discharged, he shall be entitled to hospital treatment or to treatment at home; in addition to this, he shall receive his pay while in the service and compensation for the period of non-employment after his service concludes.

On the other hand, a pension shall only be payable to him or to his survivors if the military service has aggravated the consequences of the sickness or of the accident.

In fixing the pension, account shall be taken, in an equitable manner, of the pre-existence of the sickness or the fact that the disablement is the consequence of an accident which happened previously to the commencement of the insurance.

10. A sick or wounded person shall not be entitled to any benefit from the insurance while he is under treatment with the forces.

11. If any sickness or accident results, either from serious neglect or a guilty or deceitful act on the part of the insured person or from an infringement of the rules of the service committed by him, or from his not having obeyed the orders of his superiors, the insured person or his survivors may be declared to have forfeited the whole or part of their claims to the benefits of the military insurance.

These restrictions may be waived if the said sickness or accident should have resulted from the conduct of the insured person in the presence of the enemy.

12. Any insured person who, with the intention of obtaining benefits from the military insurance, conceals a disease with which, to his knowledge, he is afflicted, or the consequences of an accident which he knows has happened to him, or who simulates a disease with which he is not or is no longer afflicted, or pretends to suffer, in consequence of an accident, from disablement which he simulates or exaggerates to a very great extent, or from a disease which to his knowledge has not originated in the accident of which he states he is the

victim, shall be summoned before the Judge for criminal cases on a charge of fraud or attempted fraud.

Less serious offences shall be punished by disciplinary methods.

13. If, after the benefits have been fixed, it should be found that the injury was caused by a disease or an accident for which the military insurance is not liable, the benefits shall not be paid.

If, after the benefits have been fixed, it should be found that the injury has been partly caused by a sickness or an accident for which the military insurance is not liable or for which it has already paid compensation, the benefits shall be subject to a proportionate reduction.

If the insured person or his survivors omitted, either intentionally or through grave negligence, to make known the facts, or supplied incorrect information and thus improperly caused benefits to be paid to them, the military insurance department shall be entitled to demand restitution on the part of the insured person or of his heirs, as the case may be, up to the amount of their share of the inheritance, of the benefits paid to him, and also the restitution, by the survivors, of the benefits received by them, should they not have acted in good faith at the time when such benefits were received.

Compensation for funeral expenses cannot be claimed back.

The right to take penal proceedings shall be reserved.

14. Claims to the benefits of the military insurance and amounts received by way of benefits cannot be seized or sequestrated or included in a bankruptcy estate. Every transfer of, and every charge on, a claim to the benefits of the military insurance shall be void.

The benefits of the military insurance shall be exempt from all taxes.

The military insurance department may take the necessary steps to ensure that the payments shall be used for the maintenance of the beneficiary or of the persons dependent upon him.

15. The military insurance shall be substituted, up to the amount of the benefits payable under it in virtue of the present Act, for the claims of the insured person against any third party civilly liable for the sickness or the accident.

16. Every insured person falling ill or becoming the victim of an accident shall be bound to give notice forthwith through the ordinary channels of the service and to furnish to his superiors true and complete statements with respect to the state of his health.

The insured person shall be under the obligation to act in this manner, in particular when leaving the service.

Should he contravene this rule he may be declared to have forfeited every claim to the benefits of the military insurance, and the right to take penal proceedings shall be reserved.

17. All diseases and all accidents, with respect to which the military insurance may be called upon to furnish benefits, shall be notified to the Chief Medical Officer :

(a) During service, through the medical reports ;

(b) In other cases, by direct and immediate notification. The duty to make this declaration shall rest with the attending physician, who shall be liable to the insured person for the consequences entailed by any omission or delay the fault of which may be attributed to him. The physician shall receive, for the said notifications, compensation to be fixed by the Federal Council.



18. The Chief Medical Officer shall obtain the necessary information from the attending physician, from the insured person, or, if necessary, from his family, as well as from the cantonal military authority.

He may also apply elsewhere should he think this advisable.

The employer shall be bound to supply true information with respect to the earnings of the insured person.

The insured person himself, and, in the event of his being prevented, his relations, shall be under the same obligation. Should the insured person contravene this obligation, he shall be deprived of the whole or part of the benefits of the insurance.

The Cantonal and Communal authorities shall also be bound to furnish true information with respect to the earnings and the family circumstances of the insured person.

19. The insured person and his family shall be bound to allow free access and to supply true information to the physician or other persons instructed by the military insurance department with the inspection of sick persons, on their furnishing proof of their respective capacities.

Any sick person or, if he is unable, his relations must authorise the physicians who have been consulted or who have attended the sick person to inform the representatives of the military insurance department respecting his state of health and his treatment and also to communicate their observations to such representatives.

A refusal to comply with these obligations and any contravention of the orders of the physician may, if the insured person is at fault, entail for the future the total or partial withdrawal of the benefits of the military insurance.

20. Any person who may cause any loss or injury to an insured person or to the Confederation by intentionally supplying incorrect information with respect to the state of health or the personal position of the insured person or by omitting, through negligence which may be imputed to him as a fault, to give in due time any notice incumbent upon him, may be sued for damages before the ordinary courts.

This provision shall not affect the right to take penal proceedings.

#### (B.) BENEFITS OF THE MILITARY INSURANCE.

21. The military insurance shall provide the insured person, until he has recovered his capacity to work or has been declared disabled, to free maintenance and attendance at the hospital appointed by the military authority (hospital treatment).

The military insurance shall cover the reimbursement to the insured person of the expenses of his conveyance to the hospital.

22. Should the disease not require isolation and should the circumstances warrant the belief that his maintenance and treatment at home will be appropriate and favourable to a prompt recovery, the Chief Medical Officer shall, upon request, authorise treatment at home. The Chief Medical Officer may also, in his said capacity, order treatment at home.

Where an insured person receives an order or authorisation to be treated at home, the military insurance shall provide an allowance of two francs fifty centimes per day for cost of his maintenance and medical attendance.

In exceptional cases, when the expenses exceed such allowance by a considerable amount, a suitable increase may be granted or the said allowance may be suspended and the medical expenses charged to the military insurance department.

The right to an allowance for treatment at home shall cease from the date on which the condition of the insured person would justify his discharge from the hospital. Nevertheless, the military insurance department may, in certain cases, take over the medical and pharmaceutical expenses or the expenses which a supplementary treatment may make necessary.

23. The Chief Medical Officer shall decide with respect to hospital or home treatment.

24. Persons in military service who fall ill or sustain accidents during such service (§2, Sub-section 1) shall be entitled, for the duration of the service, to the pay due to their rank or to the school pay, as the case may be.

At the conclusion of their service they shall be entitled to a daily unemployment allowance. This allowance shall, during 30 days of sickness following such service, be a fixed amount of three francs per day and for the subsequent days an amount calculated in accordance with §§25 to 30.

Other insured persons (§2, Sub-sections 2 to 10, §§4 and 5) shall receive during the first 30 days of illness, an unemployment allowance which shall be fixed by the Federal Council for every class of insured persons, and after such period, a daily unemployment allowance calculated in accordance with §§25 to 30.

25. After the first 30 days of sickness the daily unemployment allowance due in cases of total disablement from work shall amount to eighty per cent. of the daily earnings of which the insured person is deprived.

The daily earnings shall be calculated as follows :—

(a) In the case of regular earnings, the following shall be considered as daily earnings :—

If the insured person receives an annual salary, one three-hundred and sixtieth part of the salary ;

If the insured person receives a monthly salary, one-thirtieth part of such salary ;

If the insured person is paid by the day or by the week, one-seventh part of the week's salary.

(b) In the case of varying earnings, the average earnings shall be considered as daily earnings.

(c) As regards persons not having completed their trade instruction (apprentices, volunteers, students and pupils) who receive no salary or whose salary is less than three francs, the daily earnings shall be assumed to be three francs.

(d) When calculating the daily earnings, all supplementary earnings and payments in kind shall be taken into account if they are regular and if the sickness or the accident entails their cessation.

(e) If the earnings consist exclusively or chiefly of payments in kind, their daily value shall be fixed according to the cash wages generally paid in the district for the same kind of work or for similar work. They shall not be assumed to be less than 4 francs, subject to the provision contained in Sub-section (c).

(f) The daily wages shall be taken into consideration only up to the amount of eight francs.

(g) In calculating the daily earnings no account shall be taken of any revenue derived from capital or other sources, which are not diminished in consequence of the said sickness or accident.

26. Should special circumstances warrant it, the unemployment allowance may be increased for a definite or an indefinite period, with the consent of the Federal Council; if the insured person is totally disabled and, at the same time, destitute, this increase may amount to the full daily earnings.

27. If the disablement is only partial, the unemployment allowance shall be subject to a proportionate reduction.

28. If an insured person, in consequence of the said sickness or accident, loses only a portion of his daily earnings, the unemployment allowance shall be calculated in proportion to the loss.

An insured person shall not be entitled to an unemployment allowance if his earnings are not diminished.

29. The unemployment allowance paid to an insured person who is sick or sustains an accident shall be reduced by one-half during hospital or home treatment. Nevertheless, this reduction shall not take place if the insured person has to maintain a wife, children, father or mother, or brothers or sisters.

30. The unemployment allowance shall be due only from the date on which notice of the illness or of the accident was sent to the Chief Medical Officer.

The unemployment allowance shall cease as soon as the insured person has recovered his capacity for work or when he is granted a pension or a capital sum by way of indemnity.

31. The Chief Medical Officer shall fix the unemployment allowance.

32. The allowance in respect of home treatment and the unemployment allowance shall be payable at the end of every month of sickness; in case of destitution, payments on account shall be made during the course of the month.

The Federal Council shall fix the mode of payment.

33. Should the home treatment or the special treatment which an insured person undergoes not have been ordered or authorised by the Chief Medical Officer, the military insurance shall not provide either an allowance in respect of home treatment or an unemployment allowance or any other indemnity.

34. Should the said illness or accident cause permanent invalidity entailing a diminution of the insured person's capacity for work or seriously affect his bodily condition as a whole, the insured person shall be granted the benefit of a pension, which shall commence from the date on which disablement commenced, as ascertained by the competent authority.

The pension shall be granted either for life or for a definite period. Should, in the latter case, invalidity still exist on the expiration of the said period, the pension shall be fixed anew for the lifetime of the insured person, or, by way of exception, for a further definite period.

35. The pension for total incapacity for work shall be 70 per cent. of the annual earnings, corresponding to the daily earnings, fixed in accordance with §25, multiplied by three hundred and sixty.

If the insured person had not yet received the ordinary earnings of an adult at the time of the sickness or accident, the pension shall, nevertheless, be calculated according to the said earnings; the latter shall not, however, exceed the ordinary earnings of a person of 30 years of age.

If the insured person has become totally disabled and is, at the same time, destitute, the pension may be increased for a definite or an indefinite period up to the total amount of the annual earnings.

If the incapacity for work is only partial, the pension shall be reduced in proportion.

If the insured person has merely lost a limb, the pension shall be determined according to the circumstances.

36. If the invalidity subsequently turns out to be essentially different in degree from that ascertained until then, or if the invalidity has entirely disappeared, the future pension shall be either increased, reduced or suppressed. The re-assessed pension shall also be based on the annual earnings admitted when first fixing the pension.

The pension may be re-assessed at any time in the case of any life or temporary pension.

Should the sickness or accident produce at some later period any unforeseen consequences, the Chief Medical Officer shall grant to the patient, if necessary, the benefit of hospital treatment or treatment at home, without prejudice to the invalidity pension.

37. The right to a pension shall be suspended during the continuance of any punishment depriving the insured person of his liberty or during his internment in a house of correction or a reformatory institution, should the said deprivation of liberty exceed three months.

If the insured person has relations who, at his death, might claim benefits, the whole or some part of his pension may, during the term of his detention, be allotted to them if they are in needy circumstances.

38. The pension shall be replaced by a capital indemnity, should it appear probable that, by resuming his occupation after the settlement of his claims, the insured person will recover his capacity for work. The indemnity shall correspond to the loss of earnings to which, in all probability, the insured person is still subject.

39. Should an insured person die, the allowance for temporary invalidity on the invalidity pension shall cease to be due as from the date of death.

Should the insured person have died in consequence of any sickness or accident covered by the military insurance, the said payments shall be replaced by :—

- (1) The funeral expenses.
- (2) Survivors' pensions.

40. The military insurance department shall reimburse to the survivors funeral expenses up to the amount of forty francs.

41. The surviving relations of the insured person shall be entitled to an annual pension, which shall commence from the day following that of the death and correspond to a portion of the annual earnings of the deceased, fixed in conformity with §§25 and 35.

42. The widow shall be entitled to the pension as long as she does not re-marry. Her pension shall amount to 40 per cent. of the annual earnings of the deceased. Should she re-marry she shall receive, by way of settlement for her pension, three times its annual amount.

A divorced or judicially separated wife shall be entitled to the pension in so far as, during his lifetime, the deceased was under the obligation to contribute to her maintenance. The said pension shall amount to 40 per cent. of the annual earnings of the deceased, if he had been bound to provide entirely for her maintenance ; if he was only partly under such obligation, the pension shall be reduced in proportion. In no case shall it exceed the extent of the obligation of the husband.

Should the death of the insured person give rise to more than one of the claims mentioned in paragraphs 1 and 2, the total of the said pensions shall not exceed 50 per cent. of the annual earnings of the deceased. If necessary, the amount of such pensions shall be reduced to the said maximum by a proportionate reduction. The extinction of one of the said pensions shall benefit the other persons entitled to such pensions up to the amount of 50 per cent. Nevertheless, no single pension shall exceed 40 per cent. When distributing the total pension between the various persons entitled thereto, due consideration shall be given to the whole of the circumstances.

43. The legitimate children born or to be born to the insured person shall also be entitled to a pension; and also children who, at the time of the sickness or the accident, had already been legally adopted or legitimised, as well as the illegitimate children of the insured person, provided that the paternity has been established by an executory judgment or by a written *bona fide* acknowledgment of the deceased.

The pension for each child shall amount to 15 per cent. of the annual earnings of the insured person, should the latter have left a widow or a divorced or judicially separated wife, for whose maintenance he was bound to provide or to which he was bound to contribute. In the contrary case or when the pensions of the aforesaid persons cease to be due, the annuity shall amount to 25 per cent. for each child.

The pension for each child shall continue up to the age of 18, or, if at that age the child is suffering from an infirmity which incapacitates him or her from work, as long as such disablement lasts.

44. The pensions of the widow and children or those of the divorced or judicially separated wife and of the children shall not exceed 65 per cent. of the annual earnings of the deceased. If necessary, the total of the said pensions shall be reduced to 65 per cent. and to the rates fixed in §42, first and second paragraphs, and §43.

Whenever the death of an insured person gives rise, concurrently with the claim of the children to the pension, to the case provided for in §42, third paragraph, the total of the said pensions shall not exceed 65 per cent. of the annual earnings of the deceased. If necessary, the total of the said pensions shall be reduced to 65 per cent. by the reduction of the pensions of the various persons entitled thereto. Should one of such pensions become extinct, the annuity which has thus become available shall be used for the purpose of increasing the other pensions, up to the amount of the rates fixed in §§42 and 43.

In the distribution of the total amounts provided for in the Act, amongst the various persons entitled thereto, due regard shall be had to the whole of the circumstances.

45. Should the deceased not have left either widow or children or a divorced or judicially separated wife, for whose maintenance he had been bound to provide or to which he had to contribute, or should their claims become extinct, the father or mother of the deceased shall be entitled to a pension which may amount to 20 per cent., and the two together shall be entitled to a pension which may amount to 35 per cent. of the annual earnings of the deceased. The said pensions shall only be due if the insured person, at the time of his death, contributed to the maintenance of his parents, or if the circumstances permit the assumption that he would have contributed to such maintenance later on.

The said pensions shall be fixed by duly taking into account all the circumstances and, in particular, the income of the parents and the amount of the actual or probable contribution to their maintenance by the deceased.

They shall only be due so long as the persons entitled thereto are in needy circumstances.

46. Should the parents not receive any pensions, the grandparents shall be substituted for them and, should the grandparents not receive any pension, the brothers and sisters of the deceased shall be substituted for them.

§45 shall apply to the said pensions, provided that for a single person the annuity shall not exceed 15 per cent. and for several persons 25 per cent. of the annual earnings of the deceased, and that the annuity of the brothers and sisters shall only be paid to them up to the time of their attaining the age of 18 years.

47. If the insured person would not have been entitled to the full pension, the pensions of his survivors shall be reduced in proportion.

48. Survivors who, at the time of the insured person's death, were of foreign nationality and resided abroad shall not be entitled to pensions.

49. If the insured person became disabled or died in consequence of his exposing himself voluntarily to a serious danger in the interests of his country, the Federal Council may raise his invalidity pension or the pensions of his survivors to double their ordinary amount.

50. Any invalidity or survivor's pension, the annual amount of which is less than 100 francs, the beneficiary of which is residing abroad, may be redeemed at any time, even against the wish of the beneficiary.

In any other case, redemption shall only take place by way of exception and upon request of the beneficiary.

Any pension redeemed with the consent of the beneficiary concerned shall be finally settled. Any pensioner whose pension has been redeemed against his wish, may, in the case provided for in §36, first paragraph, demand that his pension shall be re-assessed; should the disablement have been seriously aggravated, the military insurance shall provide a special pension for him or raise the price of redemption.

51. The Federal Council shall appoint, for a period of three years, a Pension Committee consisting of seven members. The chief medical officer shall attend the meetings of the Committee in a consultative capacity.

The Pension Committee, when having before them the records in question and the report and proposals of the chief medical officer, shall decide on the allotment and the amount of the pensions and of the capital indemnities. They shall withdraw, modify, suspend or redeem the pensions and fix the periods for their commencement and cessation.

By way of exception and without waiting for the decision of the Pension Committee, the Department may, upon the proposal of the Chief Medical Officer, order the payment of advances on a pension.

52. The Federal Council shall issue regulations for the Pension Committee.

53. As soon as the decision fixing a pension has become executory, the Swiss Military Department shall deliver a pension certificate to the person entitled thereto.

Whenever any pension is revised, the certificate shall be rectified.

54. The pensions shall be paid in monthly instalments; they shall be due on the first day of every month.

As regards the pensions which commence after the first of the month, the portion of the instalment corresponding to the days of the month, which have not yet elapsed shall be due on the first day of the following month.

If a pension expires, or is suspended, reduced or increased during the course of any month, its former amount shall still apply to the days of the month, which have not yet elapsed.

Annual pensions not exceeding 150 francs may be paid quarterly, in advance.

55. An appeal may be brought before the Federal Insurance Court :—

(1) Within 10 days, by the insured person against the decisions of the Chief Medical Officer concerning treatment at home ;

(2) Within 10 days, by the insured person or his survivors, against the decisions of the Chief Medical Officer, with respect to an unemployment allowance ;

(3) Within 30 days, by the Military Department, as well as by the insured person or his survivors, against the decisions of the Pension Committee.

The above periods shall commence from the date on which the decision appealed from has been notified.

With every decision, the right of appeal to the Federal Insurance Court and the period for such appeal shall be stated.

The Federal Assembly shall determine the procedure to be followed before the Federal Insurance Court.

#### (C.) RELATIONS WITH THE SWISS NATIONAL ACCIDENT INSURANCE FUND IN LUCERNE.

56. If any person insured in virtue of the present Act is also compulsorily a member of the National Accident Insurance Fund in Lucerne, the insurance of the said Fund shall remain in suspense and the insured person shall be solely entitled to the benefits provided for in this Act.

57. Whenever a person compulsorily insured with the Swiss National Accident Insurance Fund in Lucerne enters the military service while unknowingly suffering from the consequences of an accident or of an industrial disease insured against, or if he makes known the consequences of an accident or of a sickness at latest at the time of entering the service, and is not discharged, the Civil Insurance and the Military Insurance shall bear jointly the loss covered by the insurance, should the military service aggravate the consequences of the said accident or sickness.

This charge shall be shared by the two insurance institutions in proportion as the loss incurred by the insured person through the accident or industrial disease is probably attributable either to the accident or the sickness itself or to the aggravation resulting from military service. The loss shall be made good in conformity with §58.

The two insurance institutions shall determine by common agreement the proportionate share falling to each of them. Should they not be able to agree, the matter in dispute shall be decided by the Federal Insurance Court, whose decision shall be binding upon all the interested parties.

58. The payment of benefits for temporary invalidity shall be effected by the Military Insurance Department in conformity with the provisions of the present Act. The said benefits shall be repaid to the Military Insurance Department by the Civil Insurance Fund in the proportion fixed in §57, the cost of hospital treatment being calculated according to the tariff fixed by the agreements in force.

The payment of the benefits for permanent invalidity shall be effected by each of the two insurance institutions, as regards the share falling to it, in virtue of §57 and in conformity with the Act governing the insurance.

Should the Swiss National Accident Insurance Fund in Lucerne have transferred the insurance, as far as medical and pharmaceutical attendance and unemployment allowances are concerned, to a recognised sickness insurance fund, it shall be bound to have the insurance re-conveyed to itself.

59. In the cases referred to in §57, the Military Insurance Department shall notify the Civil Insurance Fund as promptly as possible of the sickness of the insured person.

The latter Department shall inform the Military Insurance Department of all the circumstances having reference to the accident or the industrial disease, in so far as they have manifested themselves before the military insurance commenced.

60. As regards persons voluntarily insured with the Swiss National Accident Insurance Fund in Lucerne, who also come under the military insurance, the Federal Assembly shall determine the relations between the two insurances, by regulating the conditions of voluntary insurance (§116 of the Federal Act, dated 13th June, 1911,\* respecting sickness and accident insurance).

#### (D.) EXPENSES AND ADMINISTRATION.

61. The Confederation shall bear all the expenses resulting from the military insurance subject to §1, second paragraph, of this Act.

The Federal Assembly shall establish, in the annual Budget, the necessary credits :—

- (a) for the administration of the military insurance ;
- (b) for the benefits to be granted in case of temporary invalidity ;
- (c) for the benefits to be granted in case of permanent invalidity ;
- (d) for the payment of pensions constituted before the present Act

had come into force.

The Federal Assembly shall decide on the mode of covering the pensions in case of war, or of active service of long duration, for which a large portion of the army might be called up, and in case of epidemics or of disasters of particular seriousness, by reason of the number of victims.

62. The Swiss Military Department shall administer the military insurance through the Chief Medical Officer, with the co-operation of the technical experts of the Confederation. The necessary staff shall be attached to the Chief Medical Officer.

The Federal Council shall issue administrative regulations in connection with this matter.

63. The Military Insurance Department shall institute a system of supervision as required in the various parts of the country. The Federal Council shall organise the said service and fix the remuneration due to its agents.

64. The Military Insurance Department shall keep distinct accounts with respect to the benefits of the insurance, the reserve capital and the guarantee fund.

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\* Text G.B. XI., p. 174. English translation in the Bulletin of the Bureau of Labour, Washington ; No. 103 (August, 1912).



The amount of all the expenditure which, according to experts, the Military Insurance Department will have to incur for the purpose of assuring the payment of the benefits for permanent invalidity, fixed during the course of the year, shall be paid into the reserve capital.

The guarantee fund shall be formed out of the surplus receipts of the annual accounts of the Military Insurance Department, the interest on the fund and other revenues ; it shall only be made to contribute in the cases provided for in §61, third paragraph.

Any deficiencies shown in the accounts of the Military Insurance Department shall be covered by supplementary credits.

65. The Federal Assembly shall set aside every year in the Budget for the invalidity fund an amount which shall not be less than 500,000 francs.

When the said fund has reached the amount of fifty millions the Federal Assembly shall decide whether it is advisable to continue the payments.

The invalidity fund, the Grenus Invalids Fund, and the Federal Winkelried Foundation shall only be made to contribute in case of war, and then only in order to assure the payment of the benefits due in virtue of this Act.

#### (E.) FINAL AND TEMPORARY PROVISIONS.

66. In the calculation of the periods provided for in this Act, the day from which the period starts shall not be taken into account.

Whenever the last day falls on a Sunday or a legal holiday, the period shall expire on the next following working day.

The period shall only be considered as having been adhered to if the act in question was accomplished before the expiration of the period ; the documents must have reached their destination or have been posted at a Swiss post-office on the last day of the said period at the latest.

67. As regards decisions taken previous to the Federal Insurance Court entering upon its functions, by the Chief Medical Officer, in virtue of §§21 to 23 and by the Pension Committee, in virtue of §§34 to 48 and §50, the following provisions shall apply in lieu of §55 of this present Act :—

(1) The decisions of the Chief Medical Officer shall be subject to an appeal to the Swiss Military Department within 10 days, reckoned from the date of communication ; against the decision of the latter an appeal may be brought, within a similar period, before the Federal Council, whose decision shall be final.

(2) The Swiss Military Department shall fix the amount of the unemployment allowance upon the proposal of the Chief Medical Officer. An appeal against the decision of the Department may be brought within 10 days, reckoned from the date of the notification by the sick person or his survivors to the Federal Council, whose decision shall be final.

(3) An appeal may be brought against the decisions of the Pension Committee by the insured person, or his survivors, before the Federal Council, within 30 days, reckoned from the date of notification ; the Military Department may also, within a similar period, bring an appeal before the Federal Council against the decisions of the Pension Committee. The decision of the Federal Council shall be final.

68. All provisions of the Federal or Cantonal Acts and Decrees contrary to the present Act are hereby repealed ; in particular—

(1) The Federal Act, dated 28th June, 1901,\* concerning the insurance of persons in military service against sickness and accidents.

(2) The Federal Act, dated 27th June, 1906, amending §§18, 20 and 37 of the Military Insurance Act.

(3) §92 of the Federal Act, dated 13th June, 1911,† concerning sickness and accident insurance.

69. The Federal Council shall fix the date on which the present Act shall come into force.

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\* Text G.B. I., p. 310.

† Text G.B. XI., p. 174. English translation in the Bulletin of the Bureau of Labour, Washington; No. 103 (August, 1912).

# War Measures in regard to Labour Legislation

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## I. Germany

### (A.) EMPIRE.

1. *Gesetz über die Ermächtigung des Bundesrats zu wirtschaftlichen Massnahmen und über die Verlängerung der Fristen des Wechsel- und Scheckrechts im Falle kriegerischer Ereignisse.* (Nr. 4436). Vom 4. August 1914. (Reichs-Gesetzblatt 1914, Nr. 53, S. 327.)

Act relating to the power conferred on the Federal Council to adopt economic measures and relating to the extension, in the event of warlike occurrences, of the periods fixed by the Exchange and Cheque Laws (No. 4436). Dated 4th August, 1914.

3. For the duration of the war, the Federal Council shall have the power to adopt such economic measures as are shown to be necessary for the redress of economic injuries.

These measures shall be submitted to the Reichstag at its next Session and, upon request of the Reichstag, they shall be annulled.

2. *Gesetz zur Aenderung des Gesetzes, betr. die Unterstützung von Familien in den Dienst eingetretener Mannschaften, vom 28. Februar 1888* (Reichs-Gesetzblatt S. 59). (Nr. 4438.) Vom 4. August 1914. (Reichs-Gesetzblatt 1914, Nr. 53, S. 332.)

Act to amend the Act of 28th February, 1888, relating to the assistance to be given to the families of men who have entered upon active service. Dated 4th August, 1914.\*

[Such assistance amounts for the wife to 9 Mks. per month from May to October and 12 Mks. for the remaining months, and to 6 Mks. for each child.]

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\* The provision for men taking part in the war, in the event of permanent injury to health, and for the families of men killed in action, is regulated in the "Act relating to provision for persons belonging to the lower grades of the Imperial Army, the Imperial Navy and the Imperial Defence Forces," dated 31st May, 1906 (Reichs-Gesetzblatt 1906, No. 30, p. 593), and in the "Act relating to the survivors of persons in military service," dated 17th May, 1907 (Reichs-Gesetzblatt 1907, No. 21, p. 214).

- 3. Gesetz. betr. Ausnahmen von Beschäftigungsbeschränkungen gewerblicher Arbeiter.** (Nr. 4439.) Vom 4. August 1914. (Reichs-Gesetzblatt 1914, Nr. 53, S. 333.)

Act relating to exemptions from restrictions on the employment of industrial workers (No. 4439). Dated 4th August, 1914.

1. For the duration of the present war, the Imperial Chancellor may grant exemptions, either generally or for certain districts or for certain kinds of works, from the restrictions contained in §§135 to 137a, paragraph 2, and §154a of the Industrial Code and from the regulations issued by the Federal Council in pursuance of §§ 120e, 120f, 139a of the Industrial Code, and, failing any such exemptions allowed by the Imperial Chancellor, the Higher Administrative Authorities may, upon request, grant similar exemptions for individual undertakings.

2. The Federal Council shall have power to fix the date when the present Act shall be annulled.

3. The present Act shall come into force upon the date of its publication.

- 4. Gesetz. betr. Erhaltung von Anwartschaften aus der Krankenversicherung.** (Nr. 4440.) Vom 4. August, 1914. (Reichs-Gesetzblatt 1914, No. 53, S. 334.)

Act relating to the maintenance of rights arising from sickness insurance (No. 4440). Dated 4th August, 1914.

- 5. Gesetz. betr. Sicherung der Leistungsfähigkeit der Krankenkassen.** (Nr. 4443.) Vom 4. August 1914. (Reichs-Gesetzblatt 1914, No. 53, S. 337.)

Act for ensuring the solvency of Sick Funds (No. 4443). Dated 4th August, 1914.

- 6. Gesetz. betr. Höchstpreise.** (Nr. 4445.) Vom 4. August 1914. (Reichs-Gesetzblatt 1914, Nr. 53, S. 339.)

Act relating to maximum prices (No. 4445). Dated 4th August, 1914.

1. For the duration of the present war, maximum prices may be fixed for articles of daily use, more especially for food and fodder of all kinds, as well as for raw produce, heating and lighting materials.

[§§2 and 3 were replaced by a Notification of 28th October, 1914, see below No. 14.]

4. Any person who charges higher prices than those fixed in accordance with §1, or who contravenes the administrative regulations issued in pursuance of §3, or who secretes stores of such articles, or who fails to comply with an order issued by the competent authorities in virtue of §2, shall be liable to a fine not exceeding three thousand Marks or, in default, to imprisonment for a term not exceeding six months.

5. The Federal Council shall have power to fix the date upon which the present Act shall be annulled.

6. The present Act shall come into force upon the day of its publication.

- 7. Gesetz. betr. die Wahlen nach der Reichsversicherungsordnung.** (Nr. 4449.) Vom 4. August 1914. (Reichs-Gesetzblatt 1914, Nr. 53, S. 348.)

Act relating to elections in accordance with the Imperial Insurance Code (No. 4449). Dated 4th August, 1914.

- 8.** *Bekanntmachung, betr. die Wahlen nach der Reichsversicherungsordnung.* (Nr. 4485.) Vom 4. September 1914. (Reichs-Gesetzblatt 1914, Nr. 70, S. 395.)

Notification relating to elections in accordance with the Imperial Insurance Code (No. 4485). Dated 4th September, 1914.

- 9.** *Bekanntmachung, betr. Festsetzung der Ortslöhne.* (Nr. 4486.) Vom 4. September 1914. (Reichs-Gesetzblatt 1914, Nr. 70, S. 396.)

Notification relating to the determination of local wages (No. 4486). Dated 4th September, 1914.

[Extension of the period for the first determination of local wages (§151, paragraph 1, Imperial Insurance Code).]

- 10.** *Bekanntmachung, betreffend das vorzeitige Inkrafttreten einer Vorschrift aus dem Gesetze vom 10. Juni 1914, zur Aenderung der §§74, 75, usw., des Handels-Gesetzbuchs* (Reichs-Gesetzblatt 1914, S. 209). (Nr. 4492.) Vom 10. September 1914. (Reichs-Gesetzblatt 1914, Nr. 74, S. 404.)

Notification relating to the coming into force at an earlier date of a provision contained in the Act of 10th June, 1914, to amend §§74, 75, etc., of the Commercial Code (No. 4492). Dated 10th September, 1914.

In pursuance of §3 of the Act, relating to the power conferred on the Federal Council to adopt economic measures, etc., dated 4th August, 1914 (Reichs-Gesetzblatt, p. 327), the Federal Council has decided to enforce immediately the principle expressed in §1, Section 75, paragraph 2, of the Act of 10th June, 1914\* (Reichs-Gesetzblatt, p. 209), and has therefore issued the following Order :—

§1. In regard to contracts of service which are not terminated upon the coming into force of this Order, §1, paragraph 2, of the Commercial Code, of 10th May, 1897 (Reichs-Gesetzblatt, p. 219), shall be replaced by the following provision : The same shall apply when the employer gives notice of the termination of the contract of service, unless the assistant shall have given serious personal cause for dismissal, or unless the employer declares when giving notice, or, should notice have already been given upon the coming into force of this Order, immediately upon its coming into force, that, for the period of the restriction, he will pay to the employee the full remuneration last drawn by him in virtue of the contract.

§2. The present Order shall come into force on the day of its publication.  
The present Order shall be annulled on 1st January, 1915.

- 11.** *Bekanntmachung über die Wahlen nach dem Gewerbegerichtsgesetz und dem Gesetze, betr. Kaufmannsgerichte.* (Nr. 4496.) Vom 17. September 1914. (Reichs-Gesetzblatt 1914, Nr. 77, S. 409.)

Notification relating to elections in pursuance of the Industrial Courts Act and the Act relating to Commercial Courts (No. 4496). Dated 17th September, 1914.

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\* Text E.B. IX., p. 289, No. 2.

- 12.** *Bekanntmachung, betr. die Einrichtung und den Betrieb gewerblicher Anlagen, in denen Thomasschlacke gemahlen oder Thomasschlackenmehl gelagert wird.* (Nr. 4516.) Vom 21. Oktober 1914. (Reichs-Gesetzblatt 1914, Nr. 90, S. 445.)

Notification in regard to the equipment and the management of industrial undertakings for grinding Thomas slag or storing slag meal (No. 4516). Dated 21st October, 1914. (Reichs-Gesetzblatt 1914, No. 90, p. 445.)

In pursuance of §120e of the Industrial Code, the Federal Council has issued the following regulation in regard to the equipment and the management of industrial undertakings for grinding Thomas slag or storing slag meal :—

§9, paragraphs 1 and 2, of the Notification in regard to the equipment and the management of industrial undertakings for grinding Thomas slag or storing slag meal, of 3rd July, 1909 (Reichs-Gesetzblatt, p. 543)/23rd December, 1911\* (Reichs-Gesetzblatt, p. 1158), shall be annulled until further notice.

- 13.** *Bekanntmachung, betreffend den Betrieb der Anlagen der Grosseisenindustrie.* (Nr. 4517.) Vom. 21. Oktober 1914. (Reichs-Gesetzblatt 1914, Nr. 90, S. 446).

Notification respecting the management of works in the iron industry (No. 4517). Dated 21st October, 1914.

The Federal Council has issued the following regulation in pursuance of §§120f and 139b of the Commercial Code :—

§7 of the Notification of 4th May, 1914†, respecting the management of works in the iron industry (Reichs-Gesetzblatt, p. 118) shall be amended as follows :—

7. The foregoing regulations shall come into force on 1st December, 1915, and shall replace the Notification of 19th December, 1908‡ (Reichs-Gesetzblatt, p. 650).

Exemptions granted in pursuance of §3 of the Notification of 19th December, 1908, provided their validity is not already limited to a shorter period, shall remain in force until 30th November, 1915 ; they shall, however, all be annulled on 1st December, 1915.

- 14.** *Bekanntmachung über Höchstpreise* (Nr. 4531). Vom 28. Oktober 1914 (Reichs-Gesetzblatt 1914, Nr. 94, S. 458.)

Notification respecting maximum prices (No. 4531). Dated 28th October, 1914.

In pursuance of §3 of the Act relating to the power conferred on the Federal Council to adopt economic measures, etc., dated 4th August, 1914 (Reichs-Gesetzblatt, p. 327), the Federal Council has issued the following Order :—

1. The following provisions shall replace §§2 and 3 of the Act, relating to maximum prices, dated 4th August, 1914 (Reichs-Gesetzblatt, p. 339).

2. In so far as maximum prices shall be fixed for the wholesale trade, the owner of such goods shall be compelled upon request to hand them over to the competent authorities ; agriculturists shall be allowed to retain the

\* Text E.B. IV., p. 167, and E.B. VII., p. 16, No. 11.

† Text E.B. IX., p. 161.

‡ Text E.B. III., p. 333.

quantities of grain and fodder necessary for the upkeep of their undertakings. The transfer prices shall be definitely fixed by the Higher Administrative Authority, taking into consideration the maximum price, as well as the quality and the utility of the goods, and after obtaining the opinion of experts.

Should maximum prices be fixed for the retail trade, and should an owner, in spite of the orders of the competent authority, refuse to sell such goods at the fixed maximum prices, the competent authority may take over the goods in question, except such quantities as the owner may require for his own use, and sell them at the fixed maximum prices for the benefit and at the expense of the said owner.

3. The Federal Council shall fix the maximum prices. In so far as these shall not have been fixed by the Council, the Central Authorities of the States, or the authorities designated by the latter, shall fix such maximum prices.

The Central Authorities of the States, or the authorities designated by them, shall issue the necessary Orders and Administrative Regulations.

4. This Order shall come into force on the day of its publication.

**15.** *Bekanntmachung über den Verkehr mit Brot.* (Nr. 4532.) Vom 28. Oktober 1914. (Reichs-Gesetzblatt 1914, Nr. 94, S. 459.)

Notification respecting the sale of bread (No. 4532). Dated 28th October, 1914 (Reichs-Gesetzblatt 1914, No. 94, p. 459).

[Wheat bread to contain not less than 10 per cent of rye flour, and rye bread not less than 5 per cent. of potatoes.]

**16.** *Bekanntmachung über das Verfüttern von Brotgetreide und Mehl.* (Nr. 4533.) Vom 28. Oktober 1914. (Reichs-Gesetzblatt 1914, Nr. 94, S. 460.)

Notification respecting the use of bread cereals and flour for fodder. (No. 4533.) Dated 28th October, 1914.

**17.** *Bekanntmachung über das Ausmahlen von Brotgetreide.* (Nr. 4534.) Vom 28. Oktober 1914. (Reichs-Gesetzblatt 1914, Nr. 94, S. 461.)

Notification respecting the grinding up of bread cereals (No. 4534). Dated 28th October, 1914.

[Rye must be ground out to 72 per cent., wheat to 75 per cent.]

**18.** *Bekanntmachung über die Höchstpreise für Getreide und Kleie.* (Nr. 4535.) Vom 28. Oktober 1914. (Reichs-Gesetzblatt 1914, Nr. 94, S. 462.)

Notification respecting maximum prices for cereals and bran (No. 4535). Dated 28th October, 1914. (Reichs-Gesetzblatt 1914, No. 94, p. 462.)

[Wholesale maximum price per ton of rye, 209-237 Mks. (e.g. : Königsberg, minimum, 209 Mks. ; Berlin, 220 Mks. ; Munich, maximum, 237 Mks.). Maximum price per ton of wheat, 40 Mks. in excess of the price of rye. Maximum price per ton of barley, 10-15 Mks. below the price of rye. The price charged by the manufacturer per "Doppelzentner" (approx. 2 cwts.) of rye or wheat bran not to exceed 13 Mks.]

- 19.** *Bekanntmachung über die Höchstpreise für Hafer.* (Nr. 4540.) Vom 5. November 1914. (Reichs-Gesetzblatt 1914, Nr. 97, S. 469.)

Notification respecting the maximum price for oats (No. 4540). Dated 5th November, 1914.

[Per ton: Breslau, 204 Mks.; Saarbrücken, 224 Mks.; Berlin, 212 Mks.]

- 20.** *Bekanntmachung, betreffend die Einrichtung und den Betrieb von Anlagen zur Herstellung von Bleifarben und anderen Bleiprodukten.* (Nr. 4543.) Vom 11. November 1914. (Reichs-Gesetzblatt 1914, Nr. 98, S. 474.)

Notification in regard to the equipment and the management of industrial undertakings for the manufacture of lead colours and of other lead products. (No. 4543.) Dated 11th November, 1914.

In pursuance of §139a of the Commercial Code, the Federal Council has decreed as follows:

The provisions of §10, paragraphs 1 and 2, of the Notification, respecting the equipment and the management of industrial undertakings for the manufacture of lead colours and of other lead products, of 26th May, 1903\* (Reichs-Gesetzblatt, p. 225), shall remain in force until 1st January, 1917.

- 21.** *Bekanntmachung über Pauschbeträge, die von den Versicherungsträgern zu den Kosten der Oberversicherungsämter zu entrichten sind.* (Nr. 4546.) Vom 22. November, 1914. (Reichs-Gesetzblatt 1914, Nr. 100, S. 477.)

Notification respecting the lump sums which must be paid by the carriers of insurance towards the expenses of the Superior Insurance Offices (No. 4546). Dated 22nd November, 1914.

- 22.** *Bekanntmachung über die Höchstpreise für Speisekartoffeln.* (Nr. 4552.) Vom 23. November 1914. (Reichs-Gesetzblatt 1914, Nr. 102, S. 483.)

Notification respecting the maximum prices for edible potatoes (No. 4552). Dated 23rd November, 1914.

[50-56 Mks. per ton, and 55-61 Mks. for the better qualities.]

- 23.** *Bekanntmachung, betr. Erhaltung von Anwartschaften aus der Krankenversicherung.* (Nr. 4553.) Vom 26. November, 1914. (Reichs-Gesetzblatt 1914, Nr. 103, S. 485.)

Notification relating to the maintenance of rights arising from sickness insurance (No. 4553). Dated 26th November, 1914.

- 24.** *Bekanntmachung über die Anrechnung militärischer Dienstleistungen in der Arbeiterversicherung.* (Nr. 4554.) Vom 26. November 1914. (Reichs-Gesetzblatt 1914, Nr. 103, S. 485.)

Notification respecting the reckoning of military service with respect to industrial insurance (No. 4554). Dated 26th November, 1914.

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\* Text G.B. II., p. 225, No. 3.



**25.** *Bekanntmachung, betreffend Wochenhilfe während des Krieges.* (Nr. 4561.)  
Vom 3. Dezember 1914. (Reichs-Gesetzblatt 1914, Nr. 106, S. 492.)

Notification relating to benefits for women on their confinement during the war  
(No. 456). Dated 3rd December, 1914.

In pursuance of §3 of the Act relating to the power conferred on the Federal Council to adopt economic measures, etc., dated 4th August, 1914 (Reichs-Gesetzblatt, p. 327), the Federal Council has issued the following Order :—

1. Women shall, on their confinement, receive a weekly allowance out of State funds for the duration of the present war, provided their husbands—

(i.) render to the State, during the present war, military, sanitary or similar services, or are prevented by death, injury, sickness or imprisonment from continuing to render such services, or from resuming a paid occupation ; and

(ii.) before entering upon such services, were insured against sickness in pursuance of the Imperial Insurance Code, or with a Miners' Sick Fund, for not less than 26 weeks of the foregoing year, or for the six weeks immediately preceding.

2. This maternity benefit shall be paid by the local, rural, establishment, or guild sick fund, or miners' sick fund or a substitute fund of which the husband was a member or to which he last belonged. Should the woman herself be a member of another Fund of the kind mentioned above, the said Fund shall pay the maternity benefit ; she shall immediately upon the commencement of such benefit notify the husband's Fund.

3. The maternity benefit shall consist of :—

(i.) a single payment of 25 Mk. for the expenses of the actual confinement ;

(ii.) a weekly allowance of 1 Mk. per day, including Sundays and holidays, for a period of eight weeks, of which not less than six shall fall after the confinement ;

(iii.) a grant not exceeding 10 Mk. for the payment of midwife's or doctor's fees, should their services be required in regard to pregnancy troubles ;

(iv.) for so long as the woman nurses her infant, a nursing allowance of half a Mark per day, including Sundays and holidays, for a period not exceeding 12 weeks from the confinement.

4. The boards of management of the Funds (§2) may decide to replace the cash grant provided for in §3 (i.) and (iii.) by free treatment by a midwife and a medical man, and also by the free supply of the necessary medicines for the confinement and for pregnancy troubles.

Such a decision shall be arrived at, in a general way, for all women to whom the Fund shall have to give maternity benefit in pursuance of the present regulations.

This shall always apply in the case of women to whom the Fund is already under the obligation, in virtue of its rules, to grant such treatment for the actual confinement and in regard to pregnancy troubles, as an additional benefit in pursuance of the Imperial Insurance Code.

5. The maternity benefit for those women designated in §1 who, in pursuance of §195 of the Imperial Insurance Code, submit a claim in this respect to the Fund, shall be paid by the Fund itself.

The remaining benefits shall be refunded to the Fund by the State. Moreover, in the case of expenditure incurred by the Fund in pursuance of §4, the sum of 25 Mks. shall in every case be refunded in one payment for the expenses of the actual confinement [§3 (i.)], and the sum of 10 Mks., in the event of pregnancy troubles [§3 (iii.)] as a grant for midwife's services and medical treatment.

The Fund shall give notice to the Insurance Office of all amounts so expended; the said Office shall have the right to object to such amounts; the Superior Insurance Office or the Miners' Arbitration Court shall give the final decision.

The Imperial Chancellor shall fix the further details with respect to the giving notice of expenditure, the accounts and the payments.

6. No modification of the rules of the Funds shall be required in consequence of the present provisions,

7. The provisions of the Imperial Insurance Code, relating to procedure in the event of disputes resulting from sickness insurance, shall apply in regard to the procedure in the event of disputes concerning these benefits between persons entitled to the benefits and the Funds; the Superior Insurance Office or the Miners' Arbitration Court shall, however, give the final decision.

§§118, 119, 210, 223 of the Imperial Insurance Code shall apply accordingly to the benefits in pursuance of §§3 and 4 and to claims to the same.

8. In the case of women who are insured against sickness and who are entitled to benefit in pursuance of §195 of the Imperial Insurance Code but not to the maternity benefit under §1, the Fund shall, for the duration of the war, grant the benefits designated in §3, Nos. (i.), (iii.) and (iv.) out of its own means, even though such additional benefits are not provided for in the rules of the Fund.

§4 shall apply accordingly.

9. Insurance Institutions shall, upon request, grant loans for the purpose of meeting the expenditure resulting from §8, to Funds having their headquarters within their district and which collect, in the form of contributions, not less than 4½ per cent. of the standard wages.

In so far as no other agreement shall be arrived at by the Insurance Institution and the Fund, the amount of the loan shall be proportionate to the expenses of this kind incurred by the Fund up to the date of the application and, subsequently, every three months.

Interest at the rate of 3 per cent. shall be paid on the loans, which shall be repaid after ten years. The Funds shall be at liberty to repay the loans at an earlier date.

In the case of Funds, the members of which are mostly insured against invalidity by a special institution, the latter shall take the place of the Insurance Institution.

10. The present regulations shall come into force upon the date of their publication. Women who have been confined before the said date shall receive those benefits to which they would have been entitled on that date had the present regulations come into force at an earlier date.

The Federal Council reserves to itself the right to fix the date upon which the present regulations shall be annulled.

**26. Bekanntmachung über die Höchstpreise für Futterkartoffeln und Erzeugnisse der Kartoffeltrocknerei, sowie der Kartoffelstärkefabrikation. (Nr. 4570.)**  
Vom 11. Dezember 1914. (Reichs-Gesetzblatt 1914, Nr. 111, S. 505).

Notification relating to the maximum price for potatoes used as fodder and the products from potato drying factories, and from potato-starch factories (No. 4570). Dated 11th December, 1914.

[36—40·50 Mks. per ton for potatoes used for fodder ; 23·50—26·80 Mks per "Doppelzentner" (approx. 2 cwts.) for potato flakes ; 22·25—25·55 Mks for chipped potatoes ; 27·50—33·30 Mks. for ground potato meal ; 29·80—32·60 Mks. for dry potato starch and potato starch flour.]

**27. Bekanntmachung, betreffend Einigungsämter. (Nr. 4572.)** Vom 15. Dezember 1914. (Reichs-Gesetzblatt 1914, Nr. 113, S. 511.)

Notification respecting Conciliation Boards (No. 4572). Dated 15th December, 1914.

In pursuance of §3 of the Act, relating to the power conferred on the Federal Council to adopt economic measures, etc., dated 4th August, 1914 (Reichs-Gesetzblatt, p. 327), the Federal Council has issued the following Order :—

1. Should a communal or public institution (Conciliation Board) in the district of a communal authority have been charged with the duty of arbitrating between lessees and lessors, or between mortgagees and mortgagors, for the purpose of arriving at an equitable adjustment of the interests concerned, the Central Authority of the State may decree that the provisions of §§2 and 3 shall apply.

2. Lessees, lessors, mortgagees and mortgagors shall be bound to appear before the Conciliation Board if summoned to do so. The communal authority shall be empowered to compel them to appear by way of a single disciplinary penalty not exceeding 100 Mks.

Lessees and mortgagees shall be compelled to give all information essential for the purposes of the conciliation, concerning facts designated by the Conciliation Board. The provision contained in paragraph 1, 2nd sentence, shall apply accordingly.

Appeal may be lodged against the assessment of the disciplinary penalty (paragraph 1, 2). Such appeal shall be submitted within two weeks to the communal inspecting authority, whose decision shall be final.

3. Concerning the accuracy and completeness of the information given, the communal authority shall have the power to accept an assurance in place of an oath from the persons designated in §2, paragraph 1.

4. In the case of proceedings to which §§1, 2 or 3 of the Notification of the Federal Council dated 7th August 1914 (Reichs-Gesetzblatt, p. 359), or §§1 or 3 of the Notification of the Federal Council dated 18th August, 1914 (Reichs-Gesetzblatt, p. 377), applies, dealing with the obligation to pay rent or interest on a loan guaranteed by mortgage, or with the special legal obligations resulting in law, or in virtue of a contract, from non-payment or delayed payment, the Court shall have the right, in so far as the Central Authority of the State shall not have made use of the power granted to it in pursuance of §1, to obtain the expert evidence of the Conciliation Board before giving a decision.

The Clerk of the Court shall, without delay, submit to the Conciliation Board a copy of the complaint, the summons or the application. The Conciliation Board shall be bound to forward its opinion to the Court with the least possible delay.

5. Any person who knowingly falsifies the evidence he is bound to give in pursuance of §2, paragraph 2, shall be liable to a fine not exceeding 1,000 Mk.

6. The Central Authority of the State shall issue regulations for the administration of the present Order.

7. The legal proceedings resulting from the present Order and the procedure before the Conciliation Board, inclusive of all the necessary documents, shall be free from stamp duties and fees.

8. The present Order shall come into force on the day of its publication.

**28. Bekanntmachung über das Ausmahlen von Brotgetreide.** (Nr. 4601.) Vom 5. Januar 1915. (Reichs-Gesetzblatt 1915, Nr. 2, S. 3.)

Notification respecting the grinding out of bread cereals (No. 4601). Dated 5th January, 1915.

[Rye shall be ground out to not less than 82 per cent., wheat to not less than 80 per cent.; wheat flour shall only be sold if mixed with 30 per cent. of rye flour.]

**29. Bekanntmachung über das Verfüttern von Brotgetreide, Mehl und Brot.** (Nr. 4602.) Vom 5. Januar 1915. (Reichs-Gesetzblatt 1915, Nr. 2, S. 6.)

Notification relating to the use of bread cereals, flour and bread for fodder (No. 4602). Dated 5th January, 1915.

**30. Bekanntmachung über die Bereitung von Backwaren.** (Nr. 4603.) Vom 5. Januar 1915. (Reichs-Gesetzblatt 1915, Nr. 2, S. 8.)

Notification respecting the manufacture of bread and cakes (No. 4603). Dated 5th January, 1915.

9. All work necessary for the manufacture of bread and cakes in bakeries and confectionery businesses, even should these only constitute a subsidiary trade, shall be prohibited between the hours of 7 p.m. and 7 a.m.

The Higher Administrative Authority shall have power to fix the time for the commencement and the termination of the twelve hours, to which the prohibition applies, in a different manner for their district or for individual places, provided the said work shall not begin before 6 a.m.

The Central Authorities of the State shall have power to restrict the baking of cake to certain week-days.

18. The following persons shall be liable to a fine not exceeding one thousand five hundred Mk. or to imprisonment for a term not exceeding 3 months :—

(i.) Any person who contravenes the provisions of §§2, 3, 4, 5, 8, 9, 10, 11 and 16 or the regulations issued by the Central Authority of the State in pursuance of §§4 and 7. . . . .

20. The present Order . . . shall not apply to rusks manufactured on behalf of the Military and Naval Authorities. . . . .

**31. Bekanntmachung über die Höchstpreise für Kleie.** (Nr. 4604.) Vom 5. Januar, 1915. (Reichs-Gesetzblatt 1915, Nr. 2, S. 12.)

Notification respecting maximum prices for bran (No. 4604). Dated 5th January 1915.

[If sold by manufacturer, 13 Mks. per ton, by retailers 15 Mks. per ton, or 15.50 if sold in quantities of 10 "Doppelzentner" (approx. 20 cwts.) or less.]

**32. Bekanntmachung über die Regelung des Verkehrs mit Brotgetreide und Mehl.** (Nr. 4622.) Vom 25. Januar 1915. (Reichs-Gesetzblatt 1915, Nr. 9, S. 35.)

Notification respecting the regulation of the trade in bread cereals and flour. (No. 4622). Dated 25th January, 1915.

#### *I.—Right of Seizure.*

1. On and after 1st February, 1915, the stores of wheat (spelt and amelecorn) and rye, alone or mixed with other products, even unthreshed, found within the Empire, shall be seized for account of the War Cereals Society in Berlin; the stores of wheat, rye, oat and barley flour for account of the Communal Association in whose district they are found. Stores of flour in transit on that date shall be seized for account of the Communal Association within whose district they are finally delivered.

2. The following shall not be subject to such seizure :—

(a) Stores which are the property of the Empire, of a Federal State or of Alsace-Lorraine, more especially those which are the property of a military authority of the Naval Administration or of the Central Office of the Commissariat in Berlin or which are the property of that Communal Association in whose district they are found;

(b) Stores which are the property of the War Cereals Society or of the Central Purchasing Society in Berlin;

(c) Stores of threshed grain and of flour, the combined weight of which does not exceed a "Doppelzentner" (approximately 2 cwts.).

3. Goods thus seized shall in no way be altered, and any judicial disposition regarding the same shall be null and void, in so far as §§4 and 22 shall not decree otherwise. The use of such goods for fodder shall also be specially prohibited. Dispositions by way of legal distraint or attachment shall be similar in effect to judicial disposals.

4. The owners of stores which have been seized shall be entitled and bound to undertake all work necessary for the conservation of such stores.

Transports already commenced may be completed.

Sales to the War Cereals Society or to the competent Communal Association (§1), as well as alterations and dispositions carried out subject to the approval of the War Cereals Society or of the competent Communal Association, as the case may be, shall be admissible. Sales by one Communal Association to another Communal Association shall be sanctioned by the Higher Administrative Authority and shall be notified to the Imperial Distributing Office (§31).

In spite of the said right of seizure it shall be admissible :—

(a) For heads of industrial undertakings to devote, per head and per month, nine kilogrammes of bread cereals for consumption by members of their households, including the servants, and to utilise the quantities of seed grain necessary for Spring farming; it shall be permissible to use eight hundred grammes of flour instead of one kilogramme of bread cereals.

Persons entitled to payments in kind shall have equal rights in this respect to members of the household, especially "Altenteiler" and workers who are entitled to receive bread cereals or flour, either in virtue of a right or as wages ;

(b) For heads of agricultural undertakings and dealers to supply, for sowing purposes, seed grain that manifestly originates from agricultural undertakings which, during the last two years, have dealt in seed grain ; other seed grain may only be supplied for sowing purposes subject to the consent of the competent authority ;

(c) For mills to grind out the grain ; the resulting flour shall be subject to seizure for account of that Communal Association in whose district the mill is situate ;

(d) For mills to deliver flour to the Naval Administration during February, 1915, if they are bound to supply the same during the said month in virtue of an extraordinary deposit contract, or of some similar obligation ;

(e) For dealers and commercial mills to sell every month a quantity of flour equal to half the amount sold by them between 1st and 15th January, 1915, inclusive.

(f) For bakers and confectioners to use up daily in baking a quantity of flour in one lot equal to three-quarters the average daily quantity used between 1st and 15th January, 1915, inclusive ; the restriction with respect to this amount shall also apply where flour free from seizure is used ;

(g) For bakers to use up in baking during the month of February, 1915, the flour necessary to enable them to carry out their contracts of delivery with the Military or Naval Administrations.

5. The effect of the seizure shall cease with the dispossession or with the sales or utilisation permitted in pursuance of §4.

6. The Higher Administrative Authority shall give the final decision in regard to disputes which result from the application of §§1 to 5.

7. Any unauthorized person who sets aside, injures or disturbs, uses as fodder or otherwise utilizes, sells or buys stores which have been seized, or who concludes some other selling or buying transaction with respect to them, shall be liable to imprisonment for a period not exceeding one year, or to a fine not exceeding ten thousand Mks.

Similarly, any person shall be liable to a penalty, who, contrary to his duty, neglects any work necessary for the conservation of such stores, who utilizes for other purposes grain acquired for purposes of sowing, or who utilizes flour free from seizure in a manner contrary to the provisions of §4, paragraph 4 (f).

*II.—Obligation to give information [§§8-13].*

*III.—Dispossession [§§14-20].*

*IV.—Special provisions relating to unthreshed grain [§§21-25].*

*V.—Relations between the War Cereal Society and the Communal Associations [§26].*

*VI.—Obligations as regards grinding-out and the regulation of the traffic in flour [§§27-30].*

*VII.—Regulations with respect to the consumption of cereals [§§31-44].*

*VIII.—Foreign cereals and flour [§45].*

*IX.—Administrative regulations [§§46-48].*

*X.—Transitory provisions [§§49-51].*

*XI.—Right of compulsion [§52].*

*XII.—Final regulations [§53].*

- 33. Bekanntmachung über die Sicherstellung von Fleischvorräten.** (Nr. 4623.)  
Vom 25. Januar 1915. (Reichs-Gesetzblatt 1915, Nr. 9, S. 45.)

Notification respecting the ensuring of the meat supply (No. 4623). Dated 25th January, 1915.

(B.) *FEDERAL STATES.*

KINGDOM OF PRUSSIA.

- 1. Der Minister für Handel und Gewerbe betr. Weiterbeschäftigung von Angestellten und Arbeitern nach der Mobilmachung.** Vom 2. August 1914. (Ministerial-Blatt der Handels- und Gewerbe-Verwaltung: HMBL. 1914, Nr. 19, S. 435.)

The Minister for Commerce and Industry with respect to the further employment of employees and workers after the mobilisation. Dated 2nd August, 1914.

- 2. Der Minister für Handel und Gewerbe betr. Höchstpreise.** Vom 4. August 1914. (HMBL. 1914, Nr. 20, S. 440.)

The Minister for Commerce and Industry with respect to maximum prices. Dated 4th August, 1914.

- 3. Der Minister für Handel und Gewerbe betr. Sonntagsarbeit während des Krieges.** Vom 5. August 1914. (HMBL. 1914, Nr. 20, S. 442.)

The Minister for Commerce and Industry with respect to Sunday work during the war. Dated 5th August, 1914.

[No objections to be raised to Sunday work undertaken for the purpose of supplying the requirements of the Army, or of victualling the Army and the public.]

- 4. Der Minister für Handel und Gewerbe betr. Beschäftigung gewerblicher Arbeiter während des Krieges.** Vom 10. August 1914. (HMBL. 1914, Nr. 21, S. 450.)

The Minister for Commerce and Industry with respect to the employment of industrial workers during the war. Dated 10th August, 1914.

The Minister for Commerce and Industry.

Berlin W. 9.,

10th August, 1914.

The Imperial Chancellor (Imperial Ministry of the Interior).

Berlin, 8th August, 1914.

In pursuance of the Act of 4th August, 1914, relating to exemptions from the restrictions in regard to the employment of industrial workers (Reichs-Gesetzblatt, p. 333), I am authorised to grant exemptions, for certain districts or for certain kinds of undertakings, from the restrictions contained in §§135 to 137a, par. 2, §154a of the Industrial Code, and from the regulations issued by the Federal Council in pursuance of §§120e, 120f, 139a of the Industrial Code. In so far as no regulations shall have been issued by me, the Higher

Administrative Authority may, upon request, allow exemptions for individual undertakings.

During the debates on this Act, emphasis was laid on all sides on the necessity for great caution in regard to the granting of exemptions. In all circumstances it should be borne in mind, that such permits tend to reduce the chances of employment for workers thrown out of work in consequence of the war. The Federal Council, in coming to the conclusion that, in spite of the said objection, it was absolutely necessary to confer the power to grant exemptions as provided for in the Act, has assumed that the Federal Governments will instruct the Higher Administrative Authorities that exemptions shall only be granted in the case of special emergencies, for instance, should want of room or machinery render it impossible to supply the increased labour requirements, due to the war, by engaging fresh workers, or in the event of the urgent execution of work, for which trained workers are indispensable but not obtainable at the time. The wish has finally been expressed that exemptions from the regulations relating to the employment of children—§135, paragraphs 1 and 2 of the Industrial Code—shall only be granted in the case of the most urgent necessity, more especially, that the employment of children for an excessive number of hours shall be avoided.

The strict observance of the said limitations is indispensable, and I shall act accordingly in regard to any applications addressed to me. I have the honour to request that the subordinate authorities shall be provided with corresponding instructions.

H. 7273.

BY ORDER.

To the Minister for Commerce and Industry.

I am sending you a copy of the above Memorandum by the Imperial Chancellor for your consideration.

For the present the Imperial Chancellor does not intend to issue exceptional regulations unless specially requested to do so.

In so far as exemptions seem to be immediately required, they will, therefore, have to be granted by you for the individual trades for which they are needed. In this connection, the principles set out by the Imperial Chancellor and the attitude shown in the explanatory memorandum on the Act of 4th inst. appended hereto, and in my Decree of 5th inst., with respect to the carrying out on Sundays of work connected with mobilisation (M. I. G., p. 442), must be observed.

Should you become convinced that, unless the Imperial Chancellor issues general regulations relating to exemptions, manifest requirements cannot be satisfied, I shall expect your request to reach me in due time.

III. 7315.

DR. SYDOW.

To the Administrative Presidents of Government Districts and the Police President in Berlin.

SUPPLEMENT.

#### EXPLANATORY MEMORANDUM.

The present state of war, which makes it necessary for the entire male population subject to military service to be called up for the defence of the Fatherland, causes far-reaching modifications in industrial production. Whereas in the case of several branches of industry, more especially those dealing with the requirements of the Army and those connected with food production, there occurs, at least temporarily, an exceptional accumulation



of work, it will be necessary to make suitable provision in regard to other branches of industry in order to prevent their entire stoppage. In order to meet with these requirements, more especially so as to ensure, in the most far-reaching manner, the employment of men who have not been called up and of women, exemptions will have to be granted from the restrictions which the Industrial Code lays down in regard to the employment of workers.

The Bill confers power on the Imperial Chancellor to grant general exemptions. Furthermore, the Higher Administrative Authorities are also empowered to grant, upon request, exemptions in individual cases.

**5. *Der Minister für Handel und Gewerbe betr. Beschäftigung gewerblicher Arbeiter während des Krieges.* Vom 18. August 1914. (HMBL. 1914, Nr. 22, S. 457.)**

The Minister for Commerce and Industry with respect to the employment of industrial workers during the war. Dated 18th August, 1914.

[Refusal of a request for exemptions in regard to lignite briquette factories.]

. . . . The Act of 4th August, 1914, only admits exemptions in the case of the most dire emergencies, where the working conditions make it impossible to dispense with the granting of exemptions and, more especially, if the work cannot be carried out by men who are not subject to the employment restrictions. So long, therefore, as an excessive number of men are out of work owing to the restricted working of industrial undertakings (as in the present case), it would be contrary to the intention of the Act to break through the restrictions of the Industrial Code, relating to the employment of women workers and of young persons, by granting exemptions. The point raised in the petition, that the exemptions asked for would procure a welcome opening for women and young persons, must be decisively offset by the fact that provision has been made by the State for the wives and children of workers called up for war service, which provision is in many cases greatly increased by the Communes.

In order to ensure well-regulated provision for the entire working population, a decided effort must be made only to employ, in occupations of the kind in question, the available male workers, who can in this way alone be given the means to provide for the regular maintenance of their own wives and children. . . .

**6. *Der Minister für Handel und Gewerbe betr. Ausgabe von Extrablättern an Sonntagen.* Vom 24. August 1914. (HMBL. 1914, Nr. 22, S. 458.)**

The Minister for Commerce and Industry with respect to the publication of special Sunday editions of the newspapers. Dated 24th August, 1914.

**7. *Der Minister für Handel und Gewerbe betr. Beschäftigung von Arbeitern in Bergwerken während des Krieges.* Vom 25. August 1914. (HMBL. 1914, Nr. 24, S. 477.)**

The Minister for Commerce and Industry with respect to the employment of workers in mining undertakings during the war. Dated 25th August, 1914.

[Rejection of an application for permission to employ women and young persons on work above ground to a greater extent than hitherto and in excess of the provisions contained in the Industrial Code.]

- 8.** *Verordnung betr. ein vereinfachtes Enteignungsverfahren zur Beschaffung von Arbeitsgelegenheit und zur Beschäftigung von Kriegsgefangenen.* (Nr. 11,376.) Vom 11. September 1914. (Preussische Gesetzsammlung 1914, Nr. 28, S. 159.)

Order relating to a simplified dispossession procedure in order to create opportunities for work and for the employment of prisoners of war. (No. 11,376.) Dated 11th September, 1914.

- 9.** *Der Minister für Handel und Gewerbe betr. Einrichtung und Betrieb gewerblicher Anlagen, in denen Thomasschlacke gemahlen und Thomasschlackemehl gelagert wird.* Vom 24. Oktober 1914. (HMBL. 1914, Nr. 27, S. 508.)

The Minister for Commerce and Industry with respect to the equipment and the management of industrial undertakings for grinding Thomas slag or storing slag meal. Dated 24th October, 1914.

- 10.** *Ausführungsanweisung zu der Verordnung des Bundesrats über Höchstpreise vom 28. Oktober 1914. (R.G.Bl. S. 458), und zu der Anordnung des Bundesrats über die Höchstpreise für Getreide und Kleie vom gleichen Tage. (R.G.Bl. S. 462.)* Vom 2. November 1914. (HMBL. 1914, Nr. 28, S. 515.)

Instruction for the administration of the Order of the Federal Council relating to maximum prices, dated 28th October, 1914 (R.G.Bl., p. 458) and of the Instructions of the Federal Council with respect to maximum prices for cereals and bran of the same date. (R.G.Bl., p. 462.) Dated 2nd November, 1914.

- 11.** *Der Minister für Handel und Gewerbe betr. Belehrung über Wirtschaftsführung während des Krieges.* Vom 4. November 1914. (HMBL. 1914, Nr. 28, S. 521.)

The Minister for Commerce and Industry with respect to instruction in household management during the war. Dated 4th November, 1914.

- 12.** *Der Minister für Handel und Gewerbe betr. Arbeiterschutzbefehle bei Lieferungen für das Heer.* Vom 9. November, 1914. (HMBL. 1914, Nr. 29, S. 531.)

The Minister for Commerce and Industry with respect to Regulations for the protection of workers in the case of supplies for the Army. Dated 9th November, 1914.

[At the request of the German Central Department for War Supplies from tobacco factories, the Industrial Inspectors are to be instructed to grant immediately any exemptions from the provisions of the Industrial Code applied for. . . . "I also consider it as self-evident that, at the present moment, in regulating the work in industrial undertakings supplying the requirements of the fighting forces, care must, in the first instance, be taken that the said requirements of the fighting forces shall be punctually and fully supplied. It will, however, in most cases be possible, by arranging the work skilfully, so to organise the undertakings that they will attain their maximum output without deviating from the labour laws, and even without causing the adult workmen to work overtime, and, at the same time, be in a position to

meet the requirements of the fighting forces, whilst respecting the aims of industrial regulation and the desire for the maximum restriction of overtime. . . . In individual cases, the Industrial Inspector is to examine all the circumstances and give a fair decision; the head of the undertaking has the right to enter an appeal against the decision with the Administrative President.]

- 13.** *Der Minister für Handel und Gewerbe betr. Zeitungsausgaben an Sonntagen.* Vom 23 November 1914. (HMBL. 1914, Nr. 30, S. 540.)

The Minister for Commerce and Industry with respect to Sunday editions of newspapers. Dated 23rd November, 1914.

- 14.** *Der Minister für Handel und Gewerbe betr. Belehrung über Wirtschaftsführung während des Krieges.* Vom 23. November, 1914. (HMBL. 1914, Nr. 30, S. 541.)

The Minister for Commerce and Industry with respect to instruction in household management during the war. Dated 23rd November, 1914.

- 15.** *Der Minister für Handel und Gewerbe betr. Nahrungsmittelverbrauch während des Krieges.* Vom 29. November 1914. (HMBL. 1914, Nr. 30, S. 539.)

The Minister for Commerce and Industry with respect to food consumption during the war. Dated 29th November 1914.

- 16.** *Der Minister für Handel und Gewerbe, der Minister für Landwirtschaft, Domänen und Forsten und der Minister des Innern betr. Höchstpreise für Speisekartoffeln.* Vom 2. Dezember 1914. (HMBL. 1914, Nr. 30, S. 535.)

The Minister for Commerce and Industry, the Minister for Agriculture, Crown Lands and Forests, and the Minister of the Interior with respect to maximum prices for edible potatoes. Dated 2nd December, 1914.

- 17.** *Der Minister für Handel und Gewerbe betr. Ausmahlen von Brotgetreide.* Vom 10. Dezember 1914. (HMBL. 1914, Nr. 32, S. 577.)

The Minister for Commerce and Industry with respect to the grinding out of bread cereals. Dated 10th December, 1914.

- 18.** *Der Minister für Handel und Gewerbe betr. Ausmahlen von Brotgetreide.* Vom 13. Dezember 1914. (HMBL. 1914, Nr. 32, S. 577.)

The Minister for Commerce and Industry with respect to the grinding out of bread cereals. Dated 13th December, 1914.

- 19.** *Der Minister für Handel und Gewerbe betr. Herstellung kartoffelhaltigen Brotes.* Vom 18. Dezember 1914. (HMBL. 1914, Nr. 32, S. 579.)

The Minister for Commerce and Industry with respect to the manufacture of bread containing potatoes. Dated 18th December, 1914.

**20.** *Der Minister für Handel und Gewerbe betr. Wochenhilfe der Krankenkassen während des Krieges.* Vom 19. Dezember 1914. (HMBL. 1914, Nr. 32, S. 583.)

The Minister for Commerce and Industry with respect to assistance by the Sick Funds to women on their confinement during the war. Dated 19th December, 1914.

## II. Austria\*

**1.** *Kaiserliche Verordnung über die Bestrafung der Störung des öffentlichen Dienstes oder eines öffentlichen Betriebes und der Verletzung einer Lieferungsspflicht.* Vom 25. Juli 1914. (Reichsgesetzblatt 1914, S. 819.)

Imperial Order with respect to penalties in the event of a disturbance of the public service or of a public undertaking and the violation of a contract of delivery. Dated 25th July, 1914.

1. The Ministry for the Interior shall have the power to declare under State protection all undertakings which are essential to the requirements of the State or for the public welfare.

2. The public official, the servant of a State undertaking, the servant of a railway, of a shipping undertaking or of an undertaking under State protection who, in conjunction with others, wholly or partially refuses to fulfil, or who neglects his duties, with the intention of disturbing the service or the undertaking, or who carries out his work in a manner calculated to hamper the service or the undertaking, shall be liable, in consequence of the offence, to close confinement for a period of from six weeks to one year.

3. (1) Any person attempting to intimidate or coerce another person with a view to formulating, publishing or enforcing—under compulsion—an agreement the object of which is to hamper, by reason of objectionable behaviour of a nature as described in §2, the public service, the working of a State undertaking, or the running of a railway or shipping concern, or a business under State protection ;

(2) Any person who, with the intention of disturbing such a service or undertaking, injures or puts out of order working installations ;  
shall, in consequence of the offence, be liable to close detention for a period of from six weeks to one year.

4. (1) Any person who intentionally neglects the duty which devolves on him in virtue of a contract or of regulations for the supply of war material to the Armed Forces of the Monarchy, or of an Allied State, or the transport of such goods or of troops, or the carrying out of work ;

(2) The sub-contractor, middleman or employee connected with such a contract, transport or work, who intentionally compromises or frustrates its fulfilment by failing to perform his duty ;

shall, as a consequence of his offence, be liable to close detention for a period of from one month to one year.

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\* The following Provinces have annulled their Shop Closing Orders until further notice :—Lower Austria on 26th July, 1914, Styria on 29th July, 1914, Carniola on 29th July, 1914, The Littoral on 5th August, 1914, The Tyrol on 31st July, 1914, Moravia on 28th July, 1914, Silesia on 28th July, 1914 (*cf.* *Sociale Rundschau*, 1914, II., 396 and following).

In addition to the said imprisonment, a fine, not exceeding twenty thousand Kronen, may also be imposed in both cases.

5. Should the military interests of the Monarchy or of an Allied State have been imperilled by one of the actions defined in §§2 to 4, the penalty shall be close detention for a period of from three months to three years.

In the cases defined in §4, the fine stipulated in the same Section may be imposed as an additional penalty.

6. The penal regulations contained in §§2 to 5 shall also be imposed by the Military Courts on persons mentioned in §9 of the Act of 26th December, 1912 (R.G.Bl. No. 236), relating to services in connection with the war, in so far as such persons are subject to military jurisdiction in pursuance of the said Section of the Act.

7. Irrespective of the legal prosecutions in regard to actions liable to a penalty designated in §§2 and 3, the Inspectorate General of the Austrian Railways may, through its Departments and without further procedure, pronounce the instant dismissal of the guilty employee, whether of a State or of a private Railway Company, and order the enforcement of such dismissal. Railway Administrations shall be compelled to enforce without delay any dismissals pronounced by the Departments of the Inspectorate General.

In regard to the same actions, the dismissal of Post and Telegraph employees, employees in the Revenue Offices of Railway and Shipping Companies, State employees in the Postal Service and employees in the State Printing Works shall be pronounced by the Office directly subject to the Ministry in question.

Appeals against such decisions may be lodged within 14 days with the competent Ministry. Such appeals shall have no suspensory effect.

§§78-84 of the Imperial Order of 16th November, 1851 (R.G.Bl. No. 1 of the year 1852), and the disciplinary measures in force for State employees shall be maintained, provided they are not contrary to the foregoing regulations.

8. As public employees shall be considered those persons designated in paragraph 2 of §101 of the General Penal Code.

All persons, either permanently or temporarily employed in an establishment or undertaking, shall be considered as being employees.

Under railway and shipping undertakings shall be included their subsidiary establishments.

These provisions shall only apply to railways worked with elementary power.

9. This Imperial Order shall come into force on the day of its publication. The Ministers for the Interior and for Justice, in agreement with the Ministers concerned, shall be entrusted with the carrying out of the provisions.

**2. Kaiserliche Verordnung (R.G.Bl. Nr. 183) über die Sonn- und Feiertagsruhe im Gewerbebetriebe.** Vom 31. Juli 1914. (Soziale Rundschau 1914, II, 393.)

Imperial Order (R.G.Bl. No. 183) relating to Sunday and holiday rest in industrial undertakings. Dated 31st July, 1914.

1. The Minister for Commerce, in agreement with the Minister for the Interior and the Minister for Public Worship and Education, shall be given the power, for the duration of the present state of war, to annul temporarily, either as a whole or in part, the Act of 16th January, 1895 (R.G.Bl. No. 21), with respect to Sunday and holiday rest in industrial undertakings, as well

as the Act of 18th July, 1905\* (R.G.Bl. No. 125), which partially amended and supplemented the Act of 16th January, 1895 (R.G.Bl. No. 21), relating to Sunday and holiday rest in industrial undertakings.

2. The Imperial Order shall come into force on the day of its publication.

3. The Minister for Commerce and the Minister for the Interior, in agreement with the Minister for Public Worship and Education, shall be entrusted with the carrying out of this Order.

3. *Verordnung des Handelsministers im Einvernehmen mit dem Minister des Innern und dem Minister für Kultus und Unterricht (R.G.Bl. Nr. 184) betr. die Regelung der Sonn- und Feiertagsruhe im Gewerbebetriebe. Vom 31. Juli 1914. (Soziale Rundschau 1914, II., 394.)*

Order of the Minister for Commerce, in agreement with the Minister for the Interior and the Minister for Public Worship and Education (R.G.Bl. No. 184) relating to Sunday and holiday rest in industrial undertakings. Dated 31st July, 1914.

1. The Act of 16th January, 1895 (R.G.Bl. No. 21), relating to Sunday and holiday rest in industrial undertakings, as well as the Act of 18th July, 1905\* (R.G.Bl. No. 125), which partially amended and supplemented the Act of 16th January, 1895 (R.G.Bl. No. 21), relating to Sunday and holiday rest in industrial undertakings, shall be annulled until further orders.

At the same time all Orders issued in pursuance of the said Acts by the Minister for Commerce in agreement with the Minister for the Interior and the Minister for Public Worship and Education, as well as all Orders issued in pursuance of the same Acts by the Provincial Authorities shall be annulled until further notice.

2. The present Order shall come into force on the day of its publication.

4. *Kaiserliche Verordnung (R.G.Bl. No. 199) wegen Erlassung vom infolge des Kriegeszustandes notwendigen Anordnungen zur Sicherstellung der Ernte- und Feldbestellungsarbeiten. Vom 5. August 1914 (Soziale Rundschau 1914, II., 472.)*

Imperial Order (R.G.Bl. No. 199) relating to the issue of regulations, rendered necessary by the war, for ensuring the performance of harvest and farming work. Dated 5th August, 1914.

1. Power shall be conferred on the Government to issue regulations by Order for ensuring the performance of harvest and farming work, in pursuance of which the services of private persons shall be requisitioned for the carrying out of agricultural work and the giving of other assistance, suitable Departments shall be created, and obligations, in regard to the above purpose, shall be imposed on the Communes.

2. Upon the return of normal conditions, the Government shall annul the measures taken in pursuance of the present Imperial Order.

3. The present Imperial Order shall come into force upon the day of its publication.

The Minister for Agriculture and the Minister of the Interior shall be entrusted with the carrying out of the present Order.

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\* Text G.B. IV., p. 311.

5. *Verordnung des Ackerbaumministeriums, im Einvernehmen mit dem Ministerium des Innern (R.G.Bl. Nr. 200), mit der auf Grund der Kaiserlichen Verordnung vom 5. August 1914, (R.G.Bl. Nr. 199), infolge des Kriegszustandes notwendige Anordnungen zur Sicherstellung der Ernte- und Feldbestellungsarbeiten erlassen werden. Vom 5. August 1914. (Soziale Rundschau 1914, II., 472.)*

Order of the Ministry for Agriculture, in agreement with the Ministry for the Interior (R.G.Bl. No. 200), for the issue, in pursuance of the Imperial Order of 5th August, 1914 (R.G.Bl. No. 199), of regulations rendered necessary by the war, for ensuring the performance of harvest and farming work. Dated 5th August, 1914.

1. In order to ensure the performance of harvest and farming work, the Mayor of every Commune in which agriculture is carried on shall immediately establish a Harvest Committee.

The said Committee shall consist of from three to seven members resident within the Commune. The Mayor of the Commune, or a member of the Local Council nominated by him, shall act as Chairman. Pastors, school principals and teachers shall be given precedence as members, after them the Communal and District medical men, the members of the professional Agricultural Associations, and any other expert and trustworthy residents of the Commune.

In localities where there are independent estates, the province of the Harvest Committee shall also extend to such an estate, on which shall be conferred the right to appoint a representative on the Harvest Committee.

The office of member of the Harvest Committee shall be an honorary office and may not be declined.

2. The Harvest Committee shall ensure the punctual and systematic performance of harvest and farming work within the Commune.

For this purpose, the Harvest Committee shall :—

(1) Ascertain, on the strength of notifications received, which undertakings, owing to the absence of their own workers and want of working stock, are dependent on outside help ;

(2) Ascertain the number of workers (§4) and the agricultural working stock (§6) available within the district of the Commune.

3. Should it not be possible to satisfy the requirements with respect to agricultural labour, of the undertakings in need of assistance, by means of the voluntary aid to be enlisted in the first instance, the Harvest Committee shall requisition the workers indispensable for the rapid completion of the harvest and, later, for the necessary tilling of the fields, in which connection those undertakings in need of aid, owned by persons called up for war service, shall be given priority of consideration.

4. All persons, whether male or female, present within the Commune, with the exception of those mentioned in the second paragraph, shall perform harvest and field work within the Commune, if ordered to do so by the Harvest Committee.

The following shall be exempted from the above-mentioned obligation :—

(1) Holders of a public office, pastors, doctors and veterinary surgeons, chemists, midwives and persons engaged in sick nursing ;

(2) Those persons who, owing to their state of health or for other reasons, are not suited to the agricultural work in question ;

(3) Independent landowners and their employees, in so far as they are engaged on similar work on their own undertakings ;

(4) Owners of agricultural, industrial or other undertakings and their employees, in so far as they are indispensable for the upkeep of their own undertakings ;

(5) Owners of undertakings which have been placed under State protection in pursuance of §1 of the Imperial Order of 25th July, 1914 (R.G.Bl. No. 155) and their employees.

5. Persons who are dependent on their daily or weekly wage, or who are otherwise dependent for their livelihood on the remuneration they receive, shall be entitled to claim from the ground landlord on whose undertaking they are employed remuneration up to an amount to be fixed by the Harvest Committee on the basis of the wages usually paid in the District.

Otherwise, the work shall be performed gratuitously, unless payment shall have been distinctly agreed upon (§7).

6. Subject to the assumption contained in §3, the Harvest Committee shall also have the right to stipulate that, for the purpose of coping more rapidly with the harvest and the most indispensable tilling work, means of traction and agricultural implements shall be lent gratuitously by the owners, in so far as the latter do not need them for their own establishments, to undertakings in need of assistance, in the order of the most urgent requirements.

7. In case of need, the Harvest Committee shall also be bound to provide for the engagement of outside workers, and shall for this purpose specially place themselves in touch with Labour Exchanges, Provident Committees for young wage-earners, Directors of Refuges, Executive Committees of Trade Unions, etc.

8. The presence of a majority of the members shall constitute a quorum. The resolutions of the Harvest Committee shall be passed by a majority of votes. In the event of an equality of votes, that resolution shall be considered as having been passed which shall have received the support of the Chairman.

The Chairman shall be bound to see to the carrying into effect of the resolutions which have been passed.

9. No appeal shall be permitted against resolutions passed by the Harvest Committee.

The Provincial Authority shall supervise the carrying into effect of the present Order and may therefore in the first instance modify or annul the resolutions of the Communal Mayors and of the Harvest Committees.

10. Infringements of the provisions of the present Order shall be liable to penalties, to be imposed by the Provincial Authority in pursuance of the Ministerial Order of 30th September, 1857 (R.G.Bl. No. 198).

11. The present Order shall come into force on the day of its publication.

**6. Verordnung des Ministeriums für öffentlichen Arbeiten im Einvernehmen mit dem Handels- und dem Eisenbahnministerium (R.G.Bl. Nr. 206) betr. die Ergänzung der Bestimmungen über die Bedienung und Wartung von Dampfkesseln und Dampfmaschinen.** Vom 5. August 1914 (Soziale Rundschau 1914, II., 395.)

Order of the Ministry for Public Works, in agreement with the Ministry for Commerce and the Ministry for Railways (R.G.Bl. No. 206) to supplement the regulations concerning the attendance on, and management of, steam boilers and steam engines. Dated 5th August, 1914.



7. *Erlass des k.k. Ackerbauministeriums, Z. 37165, betr. die Organisation der landwirtschaftlichen Arbeitsvermittlung.* Vom 7. August 1914. (Soziale Rundschau 1914, II., 475.)

Decree of the Ministry for Agriculture, relating to the organising of agricultural Labour Exchanges. Dated 7th August, 1914.

8. *Erlass des Ministeriums des Innern, Z. 33839, betr. die Kriegsorganisation für die Arbeitsvermittlung.* Vom 7. August 1914. (Soziale Rundschau 1914, II., 399.)

Decree of the Ministry for the Interior (Z. 33839) relating to the war organisation of Labour Exchanges. Dated 7th August, 1914.

Amalgamation of all the employment bureaux in Vienna and Lower Austria.

Appertaining thereto : Decree of the Ministry for the Interior (Z. 34158). Dated 9th August, 1914. (Soziale Rundschau 1914, II., 402 and 404.)

9. *Kaiserliche Verordnung (R.G.Bl. Nr. 219) wegen Bewilligung von Ausnahmen von den Vorschriften über die Sonntagsruhe und die Lohnzahlung beim Bergbau während der Dauer der durch den Kriegszustand verursachten ausserordentlichen Verhältnisse.* Vom 9. August, 1914. (Soziale Rundschau 1914, II., 396.)

Imperial Order (R.G.Bl. No. 219) relating to the granting of exemptions from the regulations in regard to Sunday rest and the payment of wages in mining undertakings during the exceptional conditions due to the war. Dated 9th August, 1914.

1. The Minister for Public Works shall have the power, during the exceptional conditions due to the war, to grant exemptions from the provisions of §4 of the Act of 21st June, 1884 (R.G.Bl. No. 115), and of §206 of the General Mining Act of 23rd May, 1854 (R.G.Bl. No. 146), in the form contained in the Act of 17th May, 1912\* (R.G.Bl. No. 107).

2. The present Imperial Order shall come into force on the day of its publication.

3. My Minister for Public Works is entrusted with the carrying out of the present Order.

10. *Verordnung des Handelsministers, im Einvernehmen mit dem Minister des Innern und dem Minister für Kultus und Unterricht (R.G.Bl. Nr. 221) betr. die Regelung der Sonn- und Feiertagsruhe in den Buchdruckereien.* Vom 20. August 1914. (Soziale Rundschau 1914, II., 394.)

Order of the Minister of Commerce, in agreement with the Minister for the Interior and the Minister for Public Worship and Education (R.G.Bl. No. 221), relating to rest on Sundays and holidays in the book-printing industry. Dated 20th August, 1914.

1. The provisions of the Act of 16th January, 1895 (R.G.Bl. No. 21), relating to the ordering of rest on Sundays and holidays in industrial under-

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\* Text E.B. VII., p 245.

takings, and of 18th July, 1905\* (R.G.Bl. No. 125), which partially amended and supplemented the first-named Act, shall again come into force for the book-printing trade, in so far as they do not concern the issue of special editions of printed periodicals.

2. The present Order shall come into force on the day of its publication.

**11:** *Erlass des Handelsministeriums betr. Einschränkung der Ueberstundenbewilligungen* (Zl. 30644). Vom 31. August 1914. (Soziale Rundschau 1914, II., 393.)

Decree of the Minister of Commerce relating to restrictions in the granting of permits for overtime. (Zl. 30644.) Dated 31st August, 1914.

In order to reduce as far as possible the ever-increasing danger of unemployment and to create more opportunities for work, the Ministry for Commerce feels bound to decree that the granting of permits for overtime work in industrial undertakings shall be restricted to the utmost, and that, more especially with respect to industries working on military contracts, which are at present exceptionally busy, an effort shall be made—as far as this is possible without adversely affecting the punctual delivery and the quality of the goods—to supply the additional labour required by appointing fresh workers, instead of by overtime work.

Instructions to this effect shall be sent to the Administration [or Provincial Government] so that suitable action may be taken and the subordinate authorities properly instructed.

**12:** *Erlass des k.k. Eisenbahnministeriums (Z. 32275/14a) betr. die Gewährung der freien Fahrt für Zwecke der Arbeitsvermittlung.* Vom 10. September 1914. (Soziale Rundschau 1914, II., 494.)

Decree of the I. and R. Ministry for Railways (Z. 32275/14a) relating to the granting of free travelling facilities for the purposes of procuring work. Dated 10th September, 1914.

**13:** *Verordnung des Ackerbauministeriums im Einvernehmen mit dem Ministerium des Innern (R.G.Bl. Nr. 252) betr. die Ergänzung der Ministerialverordnung vom 5. August 1914 (R.G.Bl. Nr. 200) mit welcher infolge des Kriegszustandes notwendige Anordnungen zur Sicherstellung der Ernte- und Feldbestellungsarbeiten erlassen werden.* Vom 25. September 1914. (Soziale Rundschau 1914, II., 479.)

Order of the Ministry for Agriculture, in agreement with the Ministry for the Interior (R.G.Bl. No. 252), to supplement the Ministerial Order of 5th August, 1914 (R.G.Bl. No. 200), respecting the issue of regulations, rendered necessary by the war, for ensuring the performance of harvest and farming work. Dated 25th September, 1914.

**14:** *Erlass des k.k. Eisenbahnministeriums (Z. 36461/14a) betr. die Gewährung der freien Fahrt für Zwecke der Arbeitsvermittlung.* Vom 29. September 1914. (Soziale Rundschau 1914, II., 495.)

Decree of the Ministry for Railways (Z. 36461/14a) relating to the granting of free travelling facilities for the purposes of procuring work. Dated 29th September, 1914.

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\* Text G.B. IV., p. 311.

### III. Belgium

*Bekanntmachung des Generalgouverneurs in Belgien betr. die Fassung des Gesetzes über die Arbeit der Frauen und den Kinder.* Vom 15. Dezember 1914. (Gesetz- und Verordnungsblatt für die okkupierten Gebiete Belgiens, Nr. 20, v. 17. Dezember 1914, S. 65.)

Notification by the Governor-General in Belgium with respect to the text of the Act relating to the employment of women and children. Dated 15th December, 1914.

I. In pursuance of §3 of the Act of 26th May\* 1914, amending the Act of 13th December, 1889, relating to the employment of women, young persons and children, the text of the Act relating to the employment of women and children is hereby promulgated.

II. The provisions contained in §§1, 2, 4, 9, 10, 11, 12, 19, 22, 23, 24 and 27 of the amended Act, which correspond to §§1 and 2 of the Act of 26th May, 1914, shall come into force on 1st January, 1915.

*Act relating to the employment of women and children.*

1. The provisions of the present Act shall apply to work—

- (1) in mines, pits, quarries, and on building operations ;
- (2) in works, mills, factories, workshops, hotels, public-houses, offices of industrial and commercial undertakings ;
- (3) in establishments which are classed as dangerous, unhealthy or noxious, and also in establishments in which work is carried on by means of steam boilers or mechanical power ;
- (4) in ports, on quays and in railway stations ;
- (5) in connection with transport by water or land.

The provisions of this Act shall apply to both public and private undertakings, even when they serve the purposes of stage training or of a benevolent institution. The following shall be exempted :—

Work carried on in undertakings in which only members of the family are employed, under the supervision of the father, mother or guardian, provided that such work is not classed as dangerous, unhealthy or noxious, and that no steam boilers or mechanical power are used.

2. Children under the age of 14 years shall not be employed.

Nevertheless, this age limit shall be reduced to 13 years in the case of children holding a leaving certificate, issued in pursuance of the Act relating to compulsory school attendance and amending the Principal Act on primary education.

The provisions of this Section and of §10 shall also apply to homework done on behalf of a contractor.

3. Children under the age of 16 years shall not be employed after 9 p.m. nor before 5 a.m.

4. The King shall regulate the duration of the daily working period and the duration of and conditions affecting the periods of rest for children under the age of 16 years, as well as for girls and women between the ages of 16 and 21 years, taking into consideration the kind of work on which they are to be employed and the requirements of the particular industry, occupation or trade.

Children under the age of 16 years, and women between the ages of 16 and 21 years, shall not be employed for more than 12 hours in any one day ; this working period shall be interrupted by periods of rest, the total duration of which shall not be less than 1½ hours.

\* Text E.B. X., p. 14.

Employers shall not give out to the said persons homework in such quantities as to occupy time in excess of the working period fixed in pursuance of the present Act and by Decree.

5. Boys under the age of 14 years, and women irrespective of age, shall not be employed below ground in mines, pits and quarries.

6. Women shall not be employed for four weeks after their confinement.

7. Night-work shall be prohibited for all women, irrespective of age.

8. The duration of the night's rest contemplated in §7 shall be at least 11 consecutive hours, 8 of which shall be comprised between the hours of 9 p.m. and 5 a.m.

9. The King may extend the application of the provisions of this Act to all other work likely to endanger the health or the moral welfare of children.

10. The King may sanction the employment of children between the ages of 13 and 14 years, and, until the establishment of the 4th standard, but not after 1st January, 1920, of children between the ages of 12 and 14 years, for a certain number of hours per day, for a certain number of days and under certain conditions, taking into consideration the claims of elementary and technical instruction, the nature of the occupation, and the requirements of the particular industry, occupation or trade.

11. The King may decree, unreservedly or under certain conditions, that the working period for adult women in hotels and public-houses may be prolonged after 9 p.m., provided that, between the termination of one period of work and the commencement of the next, there shall be granted an interval of at least 11 hours.

12. The King may sanction, unreservedly or under certain conditions, the employment of boys over 14 years of age after 9 p.m. and before 5 a.m. on work which, owing to its nature, cannot be interrupted or postponed, or which can only be carried on during certain hours.

The King may decree that certain classes of male workers over 14 years of age may be employed at night in mines.

The Governors, after hearing the competent inspectors, may, for a limited period, grant the same permission for all industries or trades, should the work have been interrupted by *force majeure*, or in the event of extraordinary circumstances.

The permit thus granted by a Governor shall become inoperative if, within 10 days of the date of its promulgation, it is not confirmed by the Minister to whose authority the Department of Industrial Inspection is subject.

The permit referred to in the last two paragraphs shall be valid for a maximum period of two months; it may, however, be extended after consultation with the competent inspectors.

13. The King may prohibit the employment of children under the age of 16 years, or of girls or women between the ages of 16 and 21 years, on any work which exceeds their strength, or which is liable to prove dangerous to them.

He may entirely prohibit the employment of children under the age of 16 years, or of girls and women between the ages of 16 and 21 years, on work designated as unhealthy; or he may sanction such employment for a certain number of hours per day, for a certain number of days and under certain conditions.

14. The King may sanction exemptions from the provisions of §§7 and 8 for those industries where raw materials or intermediate products are worked up which are subject to rapid deterioration and the loss of which would otherwise seem to be unavoidable.

15. When, as a result of *force majeure*, an interruption of work occurs in an undertaking, which could not be foreseen and does not recur at regular intervals, the prohibition of night-work (§7) may be suspended by a permit issued in pursuance of §12, paragraphs 3-5.

16. In industries affected by the seasons the period of uninterrupted rest at night (§8) may be reduced to 10 hours on sixty days in the year.

These industries shall be designated by Order of the King. The Order shall stipulate the conditions which the employer must observe when notifying the Labour Inspector.

17. In the event of exceptional circumstances, the uninterrupted night's rest (§8) may be reduced to 10 hours on 60 days in any one year, by a permit issued in pursuance of §12, paragraphs (3) and (4).

18. Before making use of the powers conferred by §§4, 9-16, the King shall consult the following authorities :—

- (1) The proper Departments of the Industrial and Labour Councils ;
- (2) The Superior Public Health Council ;
- (3) The Superior Labour Council.

These authorities shall, within two months, give their opinions with respect to any applications submitted to them ; opinions forwarded later shall be considered as not having been presented.

19. The administration of the present Act shall be supervised by special officials to be nominated by the Government, without prejudice to the duties incumbent on the regular police authorities.

The powers of the said officials shall be regulated by Royal Order.

20. The officials nominated in pursuance of the preceding Section shall be given unhampered access to the premises of the undertakings enumerated under §1.

They shall have the right to demand that the books and registers to be kept in pursuance of §21 shall be submitted to them.

Heads of undertakings, employers, managers, foremen and workers shall give to such inspectors all the information which they may require in order to ascertain that the provisions of the Act are being observed.

In the event of an infringement of the Act, the inspectors shall draw up an official report, which shall be valid until proof be given to the contrary.

The said official report shall become void if a copy is not submitted within 48 hours to the person guilty of the infringement.

21. Children under the age of 16 years and girls and women between the ages of 16 and 21 years shall be provided with a work-book, which shall be supplied to them free of charge by the local Authorities of their place of domicile, or, should this not be known, of their place of residence ; the surnames and Christian names of the workers, the date and place of their birth and their place of domicile shall be entered in the work-book, and also the surname, Christian names and place of domicile of either the father, mother or guardian.

These work-books shall be in accordance with a model drawn up by Royal Order.

Extracts from the registers with respect to the workers' legal status and all other papers required for the purpose of the work-books shall be supplied free of charge.

Heads of undertakings, employers and managers shall keep a register of the entries prescribed in paragraph 1.

22. Heads of undertakings shall post up any notices which may be considered necessary for the enforcement of the law.

They shall obey all other rules laid down by Royal Order.

23. Heads of undertakings, employers, directors and managers, who knowingly contravene the provisions of the present Act or the Orders relating to its administration, shall be liable to a fine of from 26-100 francs. In the case of an infringement of §2 of the present Act, the minimum fine shall be 50 francs.

The penalty shall be imposed in regard to every individual person employed in contravention of the Act or of the Orders, with the proviso that the total amount of the fines shall not exceed 1,000 francs.

Should the infringements be repeated within five years from the date of a conviction, the penalties shall be doubled, with the proviso that the total amount of such fines shall not exceed 2,000 francs.

24. Heads of undertakings, employers, ground landlords, directors or managers, who obstruct the inspection regulated under the present Act, shall be liable to a fine of from 26-100 francs, without prejudice to the penalties provided for in §§269-274 of the Penal Code.

Should any infringement be repeated within five years from the date of a conviction, the penalty shall be doubled.

25. Heads of undertakings shall be held civilly responsible with respect to the payment of fines imposed on their directors or managers.

26. Any father, mother or guardian who employs a child or ward in contravention of the Act, or permits the employment of such child or ward in contravention of the Act, shall be liable to a fine of from 1-25 francs.

Should the contravention be repeated within twelve months from the date of the conviction, the penalty may be doubled.

27. In derogation of §100 of the Penal Code, Chapter VII. and §85 of Book I. of the said Code shall apply with respect to the contraventions provided for in the present Act. In the event, however, of repeated contraventions, §85 of the Penal Code shall not apply.

28. Penal proceedings with respect to an infringement of the provisions of the present Act shall be barred after the expiration of one calendar year from the date of such infringement.

29. Every three years the Government shall submit to the Chamber a report with respect to the administration and the working of the Act.

30. The provisions of the present Act shall not come into force in respect of adult workers in wool-combing and spinning works until 1st January, 1920.

## IV. Denmark

1. *Midlertidig Lov (Nr. 162, 1914) om Statstilskud til de kommunale Hjelpekasser.* Den 7de August 1914.

Provisional Act (No. 162, 1914) relating to State subsidies to Communal Benefit Funds. Dated 7th August, 1914.

1. In so far as a Commune, owing to distress caused during the year 1914 by extraordinary levies for the Army or Navy, gives assistance by granting subsidies to Communal Benefit Funds or—with respect to Copenhagen—to the Benevolent Associations referred to in §15 of the Act No. 101 of 29th April, 1913, the said Commune shall be entitled to claim from the State Fund the repayment of two-thirds of the amount which the Benefit Fund has paid out for the above-mentioned purpose.

2. This Act shall come into force immediately.

2. *Lov (Nr. 237, 1914) om midlertidigt Statstilskud til de kommunale Hjelpekasser.* Den 2de Oktober, 1914.

Provisional Act (No. 237, 1914) relating to temporary State subsidies to Communal Benefit Funds. Dated 2nd October 1914.

1. In so far as a Commune, owing to distress caused by unemployment due to the present abnormal conditions, gives assistance during the financial year 1914-15 by granting subsidies to the Communal Benefit Funds or—with respect to Copenhagen—to the Benevolent Associations referred to in §15 of the Act No. 101 of 29th April, 1913, the said Commune shall be entitled to claim from the State Fund the repayment of one-half the amounts which the Benefit Fund has paid out for the above-mentioned purpose.

The State subsidies granted in pursuance of the present Act may, in special cases, be supplementary to the regular assistance already being given by a recognised Unemployment Fund, or may be granted as State aid without the effect of poor relief.

Further provisions with respect to the manner in which unemployment benefit is to be granted and to the control of the said benefit shall be issued by the Minister of the Interior.

2. In addition to the subsidy fixed in §1, a further amount may be sanctioned in the Finance Act (Supplementary Credit Act) for Communes placed in a particularly difficult position owing to the above-mentioned abnormal circumstances. The total State subsidy to individual Communes may not, however, exceed two-thirds of the Communal subsidy granted to the Benefit Fund in pursuance of the present Act.

3. This Act shall come into force immediately.

3. *Bekendtgørelse om Fastsættelse af Maksimalpris for indenlandsk Rug.* Den 31te December 1914.

Notification relating to the establishment of a maximum price for inland rye. Dated 31st December, 1914.

4. *Bekendtgørelse angående Overtagelse af Beholdninger af Hvedemel.* Den 18de Januar 1915.

Notification relating to the taking over of the supplies of wheat flour. Dated 18th January, 1915.

[*Cf.* also Notifications by the Ministry of the Interior of 8th August, 1914 (relating to assistance for the families of men liable to military service who have been called up); of 14th August, 1914 (relating to assistance for the families remaining in Denmark of foreigners liable to military service); of 2nd September, 1914, of 5th November, 1914 (relating to Communal Benefit Funds); of 16th December, 1914 (relating to the liability to pay taxes of men subject to military service who have been called up); and of 15th January, 1915.]

## V. France

1. *Décret du 2 août 1914, relatif aux allocations, pendant la durée de la guerre, d'indemnités aux familles des militaires appelés sous les drapeaux* (Journal officiel du 3 août 1914; Dalloz\*, I, 20.)

Decree of 2nd August 1914, relating to the granting of compensation, for the duration of the war, to the families of persons called up on active military service.

\* Dalloz, "Guerre de 1914" ("War of 1914"). Official documents, text of laws and regulations: I., 31st July/15th October, 1914; II., 16th October, 1914/15th January, 1915.

(In pursuance of the extension of the Acts of 21st March, 1905, and 7th August, 1913,\* the families of persons called up for active military service, who have been designated as the breadwinners of their families, shall receive, for the duration of the war, the allowances provided for in the Act of 7th August, 1913.)\*

2. *Décret du 4 août 1914, relatif à l'application du décret du 2 août 1914 fixant les conditions dans lesquelles seront attribuées, en temps de guerre, les allocations aux familles nécessiteuses des hommes présents sous les drapeaux.* (Journal officiel du 6 août 1914 ; Dalloz. I., 31.)

Decree of 4th August, 1914, relating to the administration of the Decree of 2nd August, 1914, for fixing the conditions under which allowances shall be made, for the duration of the war, to the necessitous families of men called up to the Colours.

3. *Arrêté ministériel du 4 août 1914, relatif à l'application du décret du 2 août, 1914, à la ville de Paris.* (Journal officiel du 6 août 1914 ; Dalloz. I., 34.)

Ministerial Decree of 4th August, 1914, relating to the application to the City of Paris of the Decree of 2nd August 1914.

4. *Arrêté ministériel du 4 août 1914, relatif à l'application du décret du 2 août, 1914, dans les communes du département de la Seine autres que la ville de Paris.* (Journal officiel du 6 août 1914 ; Dalloz. I., 36.)

Ministerial Decree of 4th August 1914, relating to the application to the Communes in the Department of the Seine, other than the City of Paris, of the Decree of 2nd August, 1914.

5. *Loi du 5 août 1914, tendant à accorder, pendant la durée de la guerre, des allocations aux familles nécessiteuses dont le soutien serait appelé ou rappelé sous les drapeaux.* (Journal officiel du 6 août 1914 ; Dalloz I., 38.)

Act of 5th August, 1914, for the granting of allowances, for the duration of the war, to necessitous families whose breadwinners have been called or re-called to the Colours.

SOLE SECTION.—The families of persons on active military service with the land and field forces, who have been called or re-called to the Colours and who are the indispensable breadwinners of their families, shall be entitled, upon request, to a daily allowance of fr. 1.25, with an additional allowance of 50 centimes for every child under the age of 16 years who is entirely dependent on the breadwinner of the family. Such allowances shall be paid out by the State, in the manner fixed by Decree, for the whole duration of the war, irrespective of the capacity of the person in military service.

6. *Décret du 6 août 1914, relatif aux indemnités à accorder pendant la durée de la guerre aux familles des militaires sous les drapeaux.* (Journal officiel du 9 août 1914 ; Dalloz. I., 51.)

Decree of 6th August 1914, relating to indemnities to be granted, for the duration of the war, to the families of persons on active military service.

\* Extract E.B. X., p 16.



7. *Décret du 14 août 1914, portant application des dispositions de la loi du 5 août, 1914, aux familles nécessiteuses dont le soutien a été rappelé sous les drapeaux anglais, belges, russes ou serbes, ou a été admis à contracter un engagement dans l'armée française.* (Journal officiel du 15 août 1914 ; Dalloz I., 82.)

Decree of 14th August, 1914, for the application of the provisions of the Act of 5th August, 1914, to necessitous families whose breadwinners have been recalled to the English, Belgian, Russian or Serbian Colours, or who have been permitted to enlist in the French army.

8. *Circulaire ministérielle du 23 août 1914, relative à l'application de la législation sur les allocations et majorations dues aux familles nécessiteuses dont le soutien est sous les drapeaux.* (Journal officiel du 25 août 1914 ; Dalloz I., 102.)

Ministerial Circular Letter of 23rd August, 1914, relating to the application of the legislation with respect to the allowances and additional allowances payable to necessitous families whose breadwinners are on active military service.

9. *Décret du 8 septembre 1914, créant un service chargé de concourir au ravitaillement de la population civile en facilitant l'importation et le répartition des denrées alimentaires.* (Journal officiel du 9 septembre 1914 ; Dalloz I., 140.)

Decree of 8th September 1914, to establish a department to assist in the re-victualling of the civil population, by facilitating imports and the distribution of foodstuffs.

10. *Décret du 15 septembre 1914, étendant aux colonies françaises la loi du 5 août 1914, accordant, pendant la durée de la guerre, des allocations aux familles nécessiteuses dont le soutien serait appelé ou rappelé sous les drapeaux.* (Journal officiel du 20 septembre 1914 ; Dalloz I., 147.)

Decree of 15th September, 1914, extending to the French Colonies the application of the Act of 5th August, 1914, to grant, for the duration of the War, allowances to necessitous families, whose breadwinners have been called, or re-called, to the Colours.

11. *Circulaire ministérielle du 21 septembre 1914, relative aux allocations aux décès pendant la durée des hostilités (application de l'art. 6 de la loi des retraites ouvrières et paysannes).* (Journal officiel du 24 septembre 1914 ; Dalloz I., 158.)

Ministerial Circular Letter of 21st September, 1914, relating to the granting, for the duration of the war, of allowances in the event of death (application of §6 of the Act with respect to old age pensions for workmen and peasants).

12. *Décret du 26 septembre 1914, relatif aux saisies-arrêts sur les salaires et les appointements ou traitements ne dépassant pas 2,000 fr.* (Journal officiel du 27 septembre 1914 ; Dalloz I., 163.)

Decree of 26th September 1914, relating to attachments on wages and salaries or remuneration not exceeding 2,000 frs.

(Replaced by Decree of 15th October, 1914, see below, No. 17.)

- 13.** *Décret du 29 septembre 1914, relatif aux sociétés allemandes, autrichiennes et hongroises d'assurances contre les accidents du travail et d'assurances sur la vie.* (Journal officiel du 1er octobre 1914 ; Dalloz I., 179.)

Decree of 29th September 1914, relating to German, Austrian and Hungarian Workmen's Accident Insurance and Life Insurance Societies.

(The recognition or registration of such Societies to be annulled. For the protection of the insured persons, the branch managers of such undertakings are to be replaced by administrators, by order of the Minister of Labour.)

- 14.** *Circulaire ministérielle du 7 octobre 1914, concernant les mesures à prendre en vue de hâter le paiement des allocations et majorations aux familles des inscrits maritimes domiciliées ou réfugiées dans les départements du littoral.* (Journal officiel du 8 octobre 1914 ; Dalloz I., 203.)

Ministerial Circular Letter of 7th October, 1914, relating to the measures to be taken with a view to hastening the payment of allowances and additional allowances to the families of registered seamen, domiciled, or who have sought refuge in, the departments of the coast.

- 15.** *Circulaire ministérielle du 9 octobre 1914, relative aux règles d'allocation de l'indemnité pour cherté de vie.* (Journal officiel du 11 octobre 1914 ; Dalloz I., 218.)

Ministerial Circular Letter of 9th October, 1914, relating to the regulations for the granting of indemnities in regard to the increased cost of living.

- 16.** *Circulaire interministérielle du 10 octobre 1914, relative à l'application de la législation sur les allocations et majorations dues aux familles nécessiteuses dont les soutiens sont sous les drapeaux.* (Journal officiel du 11 octobre 1914 ; Dalloz I., 221.)

Inter-ministerial Circular Letter of 10th October, 1914, relating to the application of the legislation with respect to the allowances and additional allowances due to necessitous families whose breadwinners are with the Colours.

- 17.** *Décret du 15 octobre 1914, relatif aux saisies-arrêts et aux cessions en ce qui concerne les salaires et les appointements ou traitements ne dépassant pas 2,000 francs.* (Journal officiel du 16 octobre 1914 ; Dalloz II., 8.)

Decree of 15th October, 1914, relating to the attachment and assignment of wages and salaries or remunerations not exceeding 2,000 francs.

I. §§1 and 2 of the Decree of 26th September, 1914, relating to the attachment of wages and salaries not exceeding 2,000 francs shall be supplemented as follows :—" §1. From the date of the publication of the present Decree to a date after the cessation of hostilities to be fixed, wages, no matter what the amount, and salaries not exceeding 2,000 frs., shall not be attached, nor shall any notice of transfer or assignment with respect to them be permitted except for the payment of debts for foodstuffs within the meaning of §63 of Book 1 of the Code of Labour and Social Welfare.—§2. During the same period and subject to the same restrictions, the effect of attachments carried

out previous to the publication of the present Decree, or of transfers or assignments notified previous to the publication of the present Decree, shall be annulled."

2. The Ministers for Labour and Social Welfare, for Commerce, for Industry, for Posts and Telegraphs, and for Justice shall be charged with the execution of this Decree.

**18.** *Note additionnelle du 17 octobre 1914, à la circulaire interministérielle du 10 octobre, 1914, relative aux allocations aux soutiens de famille.* (Journal officiel du 18 octobre 1914; Dalloz II., 13.)

Additional Note, of 17th October, 1914, to the Inter-ministerial Circular Letter of 10th October, 1914, relating to the granting of allowances to the breadwinners of families.

**19.** *Décret du 24 octobre 1914, accordant aux veuves et, à défaut, aux orphelins des fonctionnaires, agents, sous-agents et ouvriers de l'Etat décédés sous les drapeaux la moitié du traitement ou du salaire pendant la durée de la guerre.* (Journal officiel du 26 octobre 1914; Dalloz II., 33.)

Decree of 24th October, 1914, granting to the widows and, failing these, to the orphans of officials, agents, sub-agents and workmen of the State who have died whilst on active service with the Colours, half the amount of their salaries or wages for the duration of the war.

1. The wives and, failing these, the orphans of officials, agents, sub-agents and workmen under the State, who die during the war whilst on active service with the Colours, shall receive, until the cessation of hostilities, out of the sums provided in the Preliminary Estimate, allowances equal to one-half the amount of the civil pay, or of the wages, within the meaning of the provisions of the Act of 5th August, 1914, and of the Decree issued for its administration.

The said allowances shall in no case be concurrent with an assignment for military pay or an advance on a pension within the meaning of the Decree of 9th October, 1914. Persons entitled to such assistance shall, however, have the right to choose between the allowances as provided for in the present Decree or the payment of an allowance based on the civil pay or the wages, in the manner provided for in the preceding paragraph.

2. The Minister for Finance and, as far as it concerns each one, the remaining Ministers, are charged with the execution of this Decree.

**20.** *Circulaire ministérielle du 24 octobre 1914, relative à l'emploi des hommes des dépôts territoriaux aux travaux de semailles.* (Journal officiel du 28 octobre 1914; Dalloz II., 33.)

Ministerial Circular of 24th October, 1914, relating to the employment of men in territorial depôts on the work of sowing.

[Leave for a maximum period of 14 days. The men shall devote the whole of the available time to sowing. Those men who have only a very restricted plot under cultivation and who can complete their work in a few days shall for the remainder of their leave be employed by other landowners, more especially on the holdings of mobilised landowners, whose age makes any leave impossible.]

- 21.** *Circulaire ministérielle du 28 octobre 1914, relative à l'organisation des travaux agricoles.* (Journal officiel du 29 octobre 1914 ; Dalloz II., 49.)

Ministerial Circular of 28th October, 1914, relating to the organisation of agricultural work.

[Draws attention to an Order by the Prefect of the Côte d'Or of 12th December, 1914, which stipulates as follows :—“ §1. In every Commune, the work of ploughing and of autumn sowing shall be carried out, under the supervision of the Mayor, by those inhabitants who are physically fit, with the aid of the machinery and draught animals which have not been requisitioned.— §2. When landowners have completed two-thirds of their own work they, as well as the remaining inhabitants who are physically fit may, if necessary, be commandeered for the performance of the autumn work incumbent on landowners who have been mobilised or on those who, owing to war requisitions, have no draught animals. Such work shall be remunerated by the beneficiary on a scale to be fixed by the Mayor and sanctioned by the Communal Council.— §3. Landowners and inhabitants who are physically fit and who refuse to comply with the summons by the Mayor, shall be reported to the competent Court of Justice.]

- 22.** *Circulaire ministérielle du 5 novembre 1914, relative à l'interdiction des saisies-arêts de salaires ou traitement ne dépassant pas 2,000 francs pendant la durée des hostilités.* (Journal officiel du 8 novembre 1914, Dalloz II., 67.)

Ministerial Circular Letter of 5th November, 1914, relating to the prohibition, during the continuance of hostilities, of the attachment of wages and salaries not exceeding 2,000 francs.

- 23.** *Circulaire ministérielle du 10 novembre 1914, relative au paiement de la moitié des salaires des ouvriers de la marine mobilisés entre les mains des ascendants, des collatéraux et même des tiers ayant les enfants à leur charge, en l'absence de toute délégation.* (Journal officiel du 13 novembre 1914 ; Dalloz II., 77.)

Ministerial Circular Letter of 10th November, 1914, relating to the payment to relatives in the ascending line, collateral relatives, and even to third persons, who have the charge of the children, of one-half of the amount of the salaries due to mobilised sailors, in the absence of any assignment.

- 24.** *Décret du 18 novembre 1914, faisant entrer en ligne de compte pour la détermination du montant de l'allocation viagère la durée pendant laquelle les assurés de la loi des retraites ouvrières et paysannes auront été mobilisés.* (Journal officiel du 19 novembre, 1914 ; Dalloz II., 104.)

Decree of 18th November, 1914, stipulating that the period during which persons who are insured in pursuance of the Act with respect to old age pensions for workmen and peasants have been mobilised, shall be taken into account in the calculation of the amount of the life annuity.

- 25.** *Circulaire ministérielle du 22 novembre 1914, relative aux suppléments de ration à attribuer aux marins travaillant la nuit dans les ateliers des constructions navales.* (Journal officiel du 24 novembre 1914 ; Dalloz II., 112.)

Ministerial Circular Letter of 22nd November, 1914, relating to the supplementary rations for naval workers employed at night in naval arsenals.

In accordance with the provisions of §§3 and 6 of the Order of 16th November, 1909, I have decided that sailors from Naval crews, who are placed at the disposal of the Directors of naval arsenals (or of some other authority or other department of the dockyard) for the purpose of hastening the completion of work already begun and who work during the night, shall receive the following supplementary rations :—(i.) staff working for 8 hours during the night : wine 25 centilitres, bread 250 grammes, fresh meat 160 grammes ; (ii.) staff working in shifts, but for not less than 4 hours between the evening and morning bell : wine 25 centilitres, bread 100 grammes, fresh meat 50 grammes. The said rations shall be distributed in the middle of the night.

**26. Décret du 24 novembre 1914, fixant les conditions à remplir par les fonds de chômage municipaux et départementaux pour bénéficier des subventions du fonds national de chômage.** (Journal officiel du 25 novembre 1914 ; Dalloz II., 118.)

Decree of 24th November, 1914, to fix the conditions with which the Municipal and Departmental Unemployment Funds shall comply in order to benefit by subventions from the National Unemployment Fund.

1. The Unemployment Funds established by Departments and Communes shall receive assistance from the National Unemployment Fund if they comply with the conditions stipulated in the present Decree.

Such subventions shall only be granted provided the population of the Commune, or of the group of Communes, for which the Unemployment Fund has been established, numbers 10,000 inhabitants.

The regulations of the Unemployment Funds shall be subject to the sanction of the Minister for Labour and Social Welfare.

2. Only those unemployed persons shall be entitled to benefit by the subvention who can prove that, for an appreciable time directly preceding the general mobilisation, they followed a trade from which they drew a regular wage and which has been suspended by the war.

The following shall not be granted any assistance :—(i.) Those who, without valid reason, decline employment offered them ; (ii.) those in receipt of assistance granted to the families of persons in military service in pursuance of the Act of 5th August, 1914, or who benefit by the Aid Fund, created by the Act of 14th July, 1905,\* for the aged, infirm and incurable.

3. A Committee nominated by the Prefect or by the Mayor (according as to whether the particular Unemployment Fund is Departmental or Communal) and comprising among its members an equal number of employers and workers, shall decide whether an application for assistance shall be granted.

The said Committee shall be in uninterrupted communication with Labour Exchanges for the purpose of procuring opportunities for work for the unemployed.

4. The assistance granted shall not exceed 1·25 fr. per day for every unemployed head of a family, nor 0·50 fr. for every further member of the same family who is unemployed or who is dependent on the said head of the family. Any child under the age of 16 years who does not work for wages or whose wage is less than 0·50 fr. per day shall be considered dependent on the head of the family.

Should the total amount of the assistance granted to one and the same family exceed 2·50 frs. per day, the amount in excess shall not be taken into

\* Text G.B. IV., p. 339, No. 1.

consideration when fixing the amount of the State subvention, nor shall the assistance granted for days which are not working days be taken into consideration.

5. The following deductions shall be made from the assistance given :— (i.) Sums paid to unemployed persons, or to those dependent upon them, by employers, unemployment funds, mutual benefit societies or benevolent institutions ; (ii.) sums received by them in pursuance of the Act of 5th April, 1910,\* with respect to old age pensions for workmen and peasants, or of the Act of 14th July, 1913, relating to assistance for large families.

6. The State subvention shall be fixed at 33 per cent. of the amount of the assistance granted in accordance with the provisions of §§4 and 5.

By way of exception, the Minister for Labour may also sanction, for account of the State subvention, the granting of assistance in the form of tickets of a fixed value, entitling the holder to certain goods or to a meal.

7. The books of the Unemployment Funds shall be kept in such a manner as to render the compilation of unemployment statistics possible, and so that it may subsequently be ascertained whether the provisions of the present Decree have been observed.

The said books shall at all times be held at the disposal of the persons appointed by the Departmental Prefect.

8. In accordance with an Order to be issued to that effect by the Minister for Labour, a summary of the business transacted during each month shall be sent the following month to the Minister for Labour through the Prefect, who shall examine and, if need be, correct the said statement.

9. The provisions of the present Decree shall be submitted for sanction by the Chambers.

10. The Prime Minister, the Ministers for Labour, for the Interior and for Finance are charged with the execution of this Decree.

**27.** *Décret du 30 novembre 1914, suspendant, en ce qui concerne le ministère de la marine, pendant la durée de la guerre, le fonctionnement des conseils d'enquête, conseils de discipline et commissions d'enquête.* (Journal officiel du 4 décembre 1914 ; Dalloz II., 125.)

Decree of 30th November, 1914, to suspend for the duration of the war, in so far as it concerns the Ministry of Marine, the working of the Boards of Inquiry, the Boards for Disciplinary Offences and the Committees of Inquiry.

**28.** *Circulaire ministérielle du 5 décembre 1914, relative à l'indemnité de travail à allouer aux marins mis à la disposition des directions de l'arsenal.* (Journal officiel du 6 décembre 1914 ; Dalloz II., 147.)

Ministerial Circular Letter of 5th December, 1914, relating to the pay of naval men who are placed at the disposal of the Arsenal Directors.

**29.** *Circulaire ministérielle du 7 décembre 1914, relative à l'application du décret du 24 novembre 1914, concernant les conditions à remplir par les fonds départementaux et communaux pour bénéficier des subventions du fonds national de chômage.* (Journal officiel du 8 décembre 1914 ; Dalloz II., 165.)

Ministerial Circular Letter of 7th December, 1914, relating to the administration of the Decree of 24th November, 1914, concerning the conditions to be observed by the Departmental and Communal Funds in order to benefit by the subventions from the National Unemployment Fund.

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\* Text E.B. V., p. 361.

30. *Arrêté ministériel du 14 décembre 1914, réglant la situation des femmes ou, à défaut, des orphelins des agents et ouvriers des chemins de fer de l'Etat décédés sous les drapeaux.* (Journal officiel du 18 décembre 1914; Dalloz II., 205.)

Ministerial Decree of 14th December, 1914, to regulate the position of the wives, or failing them, of the orphans of State railway employees and workers who die whilst on active service with the Colours.

(Until the cessation of hostilities they shall receive one-half the amount of the civil pay or wages.)

31. *Instruction ministérielle du 24 décembre 1914, pour l'application de la législation sur les allocations et majorations dues aux familles nécessiteuses dont les soutiens sont sous les drapeaux.* (Journal officiel des 26-27 décembre 1914; Dalloz II., 242.)

Ministerial Order of 24th December, 1914, for the administration of the legislation relating to the allowances and additional allowances due to necessitous families whose breadwinners are on active service with the Colours.

## VI. Italy

1. *R. decreto 30 agosto 1914 concernente la temporanea sospensione del divieto del lavoro notturno delle donne e dei fanciulli.* (Bollettino dell'Ufficio del Lavoro, Nuova Serie, II., 190.)

Royal Decree relating to the temporary suspension of the prohibition of night-work for women and children. Dated 30th August, 1914.

1. From the date of the present Decree, until further notice, the prohibition of night-work contained in §5 of the Act (uniform text) No. 818, of 10th November, 1907,\* relating to work for women and children, amended by the Act No. 425 of 3rd July, 1910,† and No. 886 of 26th June, 1913, may be suspended in the following cases:

(i.) Where the suspension of the prohibition shall be recognised as necessary in regard to work to be carried out directly on behalf of the State or to other indispensable requirements of public interest.

(ii.) In the event of *force majeure*, which causes an interruption in the working of an undertaking or in the management of an industry not to be foreseen and not recurring at regular intervals.

2. The suspension of the prohibition shall be sanctioned, within the meaning of the preceding paragraph:—By the Ministry for Agriculture, Industry and Commerce in the cases enumerated under (i.); by the Provincial Prefects after hearing the competent District Authority for Industrial and Labour Inspection (Circolo di ispezione dell'industria e del lavoro), where such an authority exists, in the cases enumerated under (ii.).

3. The present Decree shall be submitted to Parliament for the purpose of being converted into an Act.

\* Text E.B. II., p. 578.

† Text E.B. VI., p. 84.

2. *R. decreto n. 1026, 22 settembre 1914, col quale sono aumentate, per l'esercizio finanziario 1914-15, le assegnazioni per le spese effettive straordinarie del Ministero dei lavori pubblici per accelerare la esecuzione delle opere pubbliche nelle Provincie in cui si manifesta il fenomeno della disoccupazione.* (Bollettino dell'Ufficio del Lavoro, Nuova Serie, II., 204.)

Royal Decree No. 1026, to increase, for the financial year 1914-15, the Credits for the actual extraordinary expenditure of the Ministry for Public Works, for the purpose of hastening the performance of public works in those Provinces in which there is unemployment. Dated 22nd September, 1914.

3. *R. decreto n. 1028, 22 settembre 1914, col quale vengono autorizzate anticipazioni di fondi alla Cassa depositi e prestiti per metterla in grado di concedere alle Provincie ed ai Comuni mutui destinati alla pronta esecuzione di opere pubbliche.* (Bollettino dell'Ufficio del Lavoro, Nuova Serie, II., 205.)

Royal Decree, No. 1028, authorising Deposit and Loan Funds to make loans, in order to enable them to grant loans to Provinces and Communes, for the purpose of the speedy carrying out of public works. Dated 22nd September, 1914.

4. *R. decreto n. 1050, 3 ottobre 1914, concernente provvedimenti per sollecitare l'esecuzione di opere igieniche a sollievo della disoccupazione.* (Bollettino dell'Ufficio del Lavoro 1914, Nuova Serie, II., 216.)

Royal Decree No. 1050, relating to steps to be taken in order to hasten the carrying out of sanitary work for the purpose of relieving unemployment. Dated 3rd October, 1914.

5. *R. decreto 22 ottobre 1914, n. 1245, per nuova autorizzazione di spesa in aumento di quella stabilita per riparare i danni prodotti dall'eruzione del Vesuvio del 1906.* (Documenti Camera dei Deputati 1914, N. 305, p. 12.)

Royal Decree No. 1245, relating to a new authorisation for the granting of increased credits for the purpose of repairing the damage caused by the eruption of Vesuvius during the year 1906. Dated 22nd October, 1914.

6. *R. decreto n. 1244, 1 novembre 1914, col quale viene autorizzata la costruzione di ferrovie a cura diretta dello Stato.* (Documenti Camera dei Deputati 1914, N. 305, p. 10.)

Royal Decree No. 1244, in pursuance of which the authorisation for the construction of railways shall be granted direct by the State. Dated 1st November, 1914.

## VII. Switzerland

### (A.) FEDERATION.

1. *Bundesratsbeschluss betr. Arbeitszeit beim Eisenbahnbetriebe.* Vom 2. August 1914. (Schweizerisches Bundesblatt 1914, IV., 15.)

Federal Decree relating to working hours in railway undertakings. Dated 2nd August, 1914.



The Postal Department shall be authorised to adopt the following temporary measures :—

(a) Exemptions from the provisions of the Federal Act relating to working hours in railway undertakings and other traffic institutions, dated 19th December, 1902\* (A.S.n.F. XIX., 561), in pursuance of §10 of the said Act. . . .

2. *Verordnung gegen die Verteuerung von Nahrungsmitteln und anderen unentbehrlichen Bedarfsgegenständen.* Vom 10. August 1914. (Eidge-nössische Gesetzssammlung 1914, 376.)

Order to prohibit the raising of prices for foodstuffs and other indispensable articles of consumption. Dated 10th August, 1914.

3. *Kreisschreiben des schweizerischen Justiz- und Polizeidepartements an sämtliche Kantonsregierungen betr. die Verordnung gegen die Verteuerung von Nahrungsmitteln und anderen unentbehrlichen Bedarfsgegenständen.* Vom 10. August 1914. (Schweiz. Bundesblatt 1914, IV., 40.)

Circular Letter, addressed by the Departments for Justice and Police to all the Cantonal Governments, relating to the Order with respect to the raising of prices for foodstuffs and other indispensable articles of consumption. Dated 10th August, 1914.

4. *Kreisschreiben des Bundesrates an sämtliche Kantonsregierungen betr. die zeitweilige Zulassung von Ausnahmen zum Fabrikgesetz.* Vom 11. August 1914. (Schweiz. Bundesblatt 1914, IV., 37.)

Circular Letter, addressed by the Federal Council to all the Cantonal Governments, relating to the temporary authorisation of exemptions from the Factory Act. Dated 11th August, 1914.

Owing to the mobilisation, the industrial undertakings subject to the Factory Act have been deprived of a large number of their workmen. Many of these establishments, however, as, for instance, those for the supply of light and power, must, nevertheless, be maintained without interruption in the public interest. For the same reason, branches of industry for the manufacture of articles necessary for the maintenance of life, more especially foodstuffs, must be hindered as little as possible. Moreover, all other factories, the working of which it is proposed to continue, must be assisted in this matter, so that the still available workers shall not lose their employment.

Effective relief may be introduced in this connection by permitting the limitations of the Factory Act to be exceeded. In pursuance of §3 of the Federal Decree of 3rd August, 1914, we therefore authorise you to allow factories to introduce, during the continuance of the present conditions, a system of working which derogates from the provisions of the Factory Act, more especially as regards working hours, night and Sunday work and the employment of women and young persons.

This authority shall apply to cases where this is the only possible way of continuing the work.

The Orders of the competent Federal Authorities shall apply to the factories of the Confederation.

\* Text G.B. I., p. 671, No. 2.

5. *Bundesratsbeschluss über die Sicherung der Brotversorgung des Landes.* Vom 27. August 1914. (Eidg. Gesetzesammlung 1914, 417.)

Federal Decree for ensuring the bread supply of the country. Dated 27th August, 1914.

[Compare in this connection the petition of 9th January, 1915, submitted to the Federal Council of the Swiss Confederation by the Amalgamated Railway Association, the Association of Employees of the Swiss Transport Undertakings, the Union of Workers of the Swiss Transport Undertakings, the Association of Swiss Engine Employees (Schweiz. Eisenbahn-Zeitung 1915, No. 4), which demands that :

The Federal Act of 19th December, 1902, relating to working hours for railway and other transport undertakings, and the Order of 22nd September, 1903, for the administration of the same, shall be complied with. Exemptions shall only be admissible in the case of military transports.]

6. *Kreisschreiben des schweizerischen Industrie-departements an sämtliche Kantonsregierungen betr. die zeitweilige Zulassung von Ausnahmen zum Fabrikgesetz.* Vom 29. August 1914. (Schweiz. Bundesblatt 1914, IV., 92.)

Circular Letter, addressed by the Swiss Industrial Department to all the Cantonal Governments, relating to the temporary authorisation of exemptions from the Factory Act. Dated 29th August, 1914.

The Circular Letter of 11th August, 1914, relating to the temporary authorisation of exemptions from the Factory Act (Schweiz. Bundesblatt IV. 37), issued by the Federal Council, does not seem to have been everywhere correctly understood.

We, therefore, find ourselves compelled to emphasize the point that, in virtue of the Decree referred to, exemptions from the Factory Act are only allowed if they are sanctioned by you, and that such authorisations are only to be granted if this is the sole means of enabling an undertaking to continue working. It refers more especially to those cases when it is impossible to replace absent skilled workers. That the continuance of establishments of public utility shall be given preference to everything else may be gathered from the Circular Letter itself.

The measures in question shall of course not be adopted at the expense of the prevailing unemployment. Exemptions from the Factory Act shall, therefore, be refused to factory owners who are able to keep their undertakings in operation, and even to meet exceptional orders, by engaging unemployed workers.

We request you to notify us of every authorisation which you may issue in pursuance of the Circular Letter of 11th August, 1914. This request applies also to your previous decisions.

7. *Bundesratsbeschluss über den Ankauf von inländischem Getreide.* Vom 8. September 1914. (Eidg. Gesetzesammlung 1914, 467.)

Federal Decree relating to the purchase of home-grown cereals. Dated 8th September, 1914.

8. *Bundesratsbeschluss über den Verkauf von Getreide.* Vom 8. September 1914. (Eidg. Gesetzesammlung 1914, IV. 99.)

Federal Decree relating to the sale of cereals. Dated 8th September, 1914.

9. *Kreisschreiben des Bundesrates an sämtliche Kantonsregierungen betr. den Ankauf von Inlandgetreide und den Verkauf des aufgespeicherten Getreides.* Vom 8. September 1914. (Schweiz. Bundesblatt 1914, IV., 99.)

Circular Letter, addressed by the Federal Council to all the Cantonal Governments, relating to the purchase of home-grown cereals and to the sale of stored cereals. Dated 8th September, 1914.

10. *Bundesratsbeschluss betr. Sistierung der Besoldungserhöhungen in der Bundes- und Bundesbahnverwaltung.* Vom 12. September 1914. (Schweiz. Bundesblatt 1914, IV., 102.)

Federal Decree relating to the stoppage of increases in salaries in the Federal and Federal Railway Administrations. Dated 12th September, 1914.

1. The periodical increases in salaries due on 1st April, 1915, in pursuance of the Salaries Act, for officials and employees of the Federal Administration and for officials and employees of the Swiss Railways, as well as the increases in salaries and daily wages provided for in the Order relating to the wages for workers in the Federal Administration and the Federal Railways, and also for temporary officials and employees, candidates and apprentices, shall be provisionally stopped for the year 1915, and no such increases in salaries, wages and daily wages shall be introduced in the Preliminary Estimates, for the year 1915, for the Confederation and the Swiss Federal Railways.

2. Promotions to take effect on 1st April, 1915, the date for the general elections for appointments, may only be proposed or (where the Head of the Department or Chief of the Branch is competent) carried into effect when they are directly occasioned by vacancies due to death, retirement, etc., or where they are unavoidable as a result of necessary modifications in the organisation of the branch of administration concerned.

11. *Bundesratsbeschluss betr. die Abänderung des Bundesratsbeschlusses, vom 8. September 1914, über den Verkauf von Getreide.* Vom 24. September 1914. (Eidg. Gesetzsammlung 1914, 492.)

Federal Decree to amend the Federal Decree of 8th September, 1914, respecting the sale of cereals. Dated 24th September, 1914.

12. *Bundesratsbeschluss betr. den Lohn der im aktiven Militärdienst stehenden Arbeiter und provisorischen Angestellten des Bundes.* Vom 7. Oktober 1914. (Eidg. Gesetzsammlung 1914, 516.)

Federal Decree relating to the wages for workers and temporary employees of the Federation on active military service. Dated 7th October, 1914.

1. The claims for wages of workers employed by the day and hour, who are on active military service, and of the temporary employees of the Federal Administration for the duration of their active military service, shall be regulated as follows :—

(1) Any person, who, at the commencement of his active military service, shall have been uninterruptedly employed for not less than three years by the Federal Administration, shall receive :—

(a) Full wages if he is married or, although unmarried, if he is responsible for the maintenance of dependants and is proved to have hitherto carried out this responsibility ;

(b) Half wages in all other cases.

(2) Any person, who, upon the commencement of his active military service, has not yet been three years, but who has been more than six months uninterruptedly in the employ of the Federal Administration, shall, under (a), receive half wages ; in all other cases, a daily wage of one franc fifty centimes.

(3) Any person who, upon the commencement of his active military service, has not yet been uninterruptedly employed by the Federal Administration for a period of six months, shall have no claim to wages.

2. The Federal Decrees of 5th and 18th September, 1914, relating to the payment of Federal officials and employees on active military service, shall apply correspondingly to those above-mentioned persons who hold commissions or who are staff secretaries or field-post secretaries with the rank of adjutant.

3. The present Decree shall apply from 1st September, 1914, for the whole duration of the mobilisation.

- 13.** *Bundesratsbeschluss betr. Auslegung des Bundesratsbeschlusses, vom 8. September 1914, über den Verkauf von Getreide.* Vom 3. November 1914. (Eidg. Gesetzsammlung 1914, 569.)

Federal Decree relating to the interpretation of the Federal Decree of 8th September, 1914, concerning the sale of cereals. Dated 3rd November, 1914.

- 14.** *Bundesratsbeschluss betr. die Abänderung des Bundesratsbeschlusses, vom 8. September 1914, über den Verkauf von Getreide.* Vom 4. November 1914. (Eidg. Gesetzsammlung 1914, 571.)

Federal Decree to amend the Federal Decree of 8th September, 1914, concerning the sale of cereals. Dated 4th November, 1914.

- 15.** *Bundesratsbeschluss betr. Abänderung des Bundesratsbeschlusses, vom 8. September 1914, über den Verkauf von Getreide.* Vom 10. November 1914. (Eidg. Gesetzsammlung 1914, 591.)

Federal Decree to amend the Federal Decree of 8th September, 1914, concerning the sale of cereals. Dated 10th November, 1914.

- 16.** *Bundesratsbeschluss betr. Auslegung der Bundesratsbeschlüsse, vom 27. August, 8. September und 23. September 1914.* Vom 10. November 1914. (Eidg. Gesetzsammlung 1914, 592.)

Federal Decree relating to the interpretation of the Federal Decrees of 27th August, 8th September and 23rd September, 1914. Dated 10th November, 1914.

- 17.** *Kreisschreiben des schweizerischen Industriedepartements an sämtliche Kantonsregierungen betr. die Herabsetzung des Lohnes von Angestellten und Arbeitern in verschiedenen Erwerbsarten.* Vom 16. November 1914. (Schweiz. Bundesblatt 1915, IV., 545.)

Circular Letter, addressed by the Swiss Department for Industry to all the Cantonal Governments, relating to reductions in the wages of employees and workers in various trades. Dated 16th November, 1914.

As is well known to you, one of the economic consequences resulting for our country from the war between foreign States, which has made itself particularly felt, is the reduction in the wages of employees and workers in

various trades. On the one hand, the dependant wage-earners complain that their means of existence, already small in ordinary circumstances, have been reduced at a time which is rendered more difficult by the prevailing conditions, thus making a reduction in income doubly hard. It is, therefore, easily comprehensible that various deputations of employees and workers in industrial, trade and commercial undertakings have made representations in the matter to the Federal Authorities, especially concerning those cases where, though the wages have been reduced, the working hours in the undertakings have remained unchanged. Employers, however, are also, according to the various branches of trade, affected by conditions which influence the continuance of their businesses to an unusual extent. Where raw materials or half-finished goods are either unobtainable, or can only be procured under the greatest difficulties; where the market for manufactures is restricted or entirely cut off, especially abroad; where, moreover, the conditions of normal trade are non-existent, the reaction on the wages can be easily understood. Without an accurate knowledge of the conditions in each individual case, it is not possible to judge the conduct of the employers towards their employees and workers. The efforts of many business men to continue to provide their workers with some sort of a livelihood, although their own undertakings no longer yield any profit, but are even run at a loss, must be duly acknowledged. Any kind of livelihood is certainly better than none at all, and it would be foolish, by means of official measures, to transform such goodwill and to bring about the closing of the undertakings in question. It is surely obvious that no Authority can order the continuance of an undertaking. On the other hand, there are undoubtedly employers who lower wages without sufficient reason; for them there is no excuse, and complaints by the workers in regard to such cases are justified.

We have discussed this serious state of affairs in conference with delegates of the Employers' and Workers' Associations. On this occasion, it was also clearly shown that it would be unfair to draw general conclusions from individual occurrences. It was, however, not denied that cases do occur where the wages are reduced without sufficient reason, nor was this countenanced by the representatives of the employers. It was pleasant to find that both sides were agreed in their intention to combat the evil, and the most effective means of doing so seemed to have been found in the decision to institute joint inquiries into complaints concerning reductions in wages, amongst the different trade associations, and if possible to arrive at an amicable settlement.

It is true that this solution will fail in the case of trades or occupations which are not organised. In the event of such difficulties, the conference gave preference to arbitration; this would have to be entrusted to Administrative Authorities, as there exists no voluntary representation of the parties. We also greatly favour this idea, but we are of opinion that successful conciliation could in such a case only be arrived at by Cantonal Authorities, because they have a deeper insight into the respective conditions and because in many cases they have at their disposal both the experience and the means for arbitration. In this connection we call to mind that the new Factory Act prescribes, in §§30 and following, the establishment of Cantonal Arbitration Committees for the settlement of collective disputes; wages questions will as a rule be classed among such disputes. An emergency Committee has actually proposed that the Sections concerned shall come into force immediately. We have since examined this question, which was also discussed at the Conference, but we are doubtful whether it would be possible for all the Cantons to carry into effect in sufficient time the necessary introductory rules and other measures.

It must be borne in mind that the organisation and appointment of Arbitration Committees, and especially also the compulsory obligation to comply with a summons to appear and to attend the proceedings, must be regulated by the Cantons, and that this still remains to be done, partly even by way of legislation; nor must the fact be lost sight of, that the Cantonal Arbitration Committees under the Factory Act were contemplated for the benefit of factories, but not of other classes of trade. We must, however, request you to advise us in any case, whether in your district the above proposal could be carried into effect within a reasonable period.

If you do not consider this possible, I would urge you, again in accordance with the intentions of the Conference, to establish immediately, for the various trades, Committees for the examination and settlement of complaints in regard to reductions in wages, should there be any occasion for this in your district. Such Committees would, from their very nature, have to be representative of both parties, and would have to hold office during the continuance of the present exceptional conditions; their functions must be protected by the compulsory obligation to comply with a summons to appear and to be present at the proceedings. In larger Cantons it would probably be advisable to establish several such Committees. We must ask you, in view of the very important questions concerned, to take into consideration the immediate adoption of this expedient, and to inform us of your views on the same.

- 18.** *Bundesratsbeschluss betr. Abänderung des Bundesratsbeschlusses vom 8. September 1914 über den Ankauf von inländischem Getreide.* Vom 27. November 1914. (Eidg. Gesetzssammlung 1914, 585.)

Federal Decree to amend the Federal Decree of 8th September, 1914, concerning the purchase of home-grown cereals. Dated 27th November, 1914.

- 19.** *Ausführungsbestimmungen zu den Bundesratsbeschlüssen vom 27. August und 8. September 1914 betr. die Sicherung der Brotversorgung und den Verkauf von Getreide.* Vom 1. Dezember 1914. (Eidg. Gesetzssammlung 1914, 593.)

Regulations for the administration of the Federal Decrees of 27th August and 8th September, 1914, with respect to ensuring the supply of bread and the sale of cereals. Dated 1st December, 1914.

- 20.** *Verfügung des schweizerischen Militärdepartements betr. Verkauf von Getreide und Mahlprodukten.* Vom 23. Dezember 1914. (Eidg. Gesetzssammlung 1914, 658.)

Order of the Swiss Military Department relating to the sale of cereals and of millers' products. Dated 23rd December, 1914.

- 21.** *Bundesratsbeschluss über die Einfuhr von Getreide, Mehl und Futtermitteln durch den Bund.* Vom 9. Januar 1915. (Eidg. Gesetzssammlung 1915, 13.)

Federal Decree relating to the importation by the Confederation of cereals, flour and fodder. Dated 9th January, 1915.

[Monopoly of the Confederation for the import of cereals.]

## (B.) CANTONS.

## I. ZÜRICH.

1. *Verordnung betr. den Verkauf von Lebensmitteln und unentbehrlichen Bedarfsartikeln.* Vom 18. August, 1914.

Order relating to the sale of foodstuffs and indispensable articles of consumption. Dated 18th August, 1914.

2. *Kreisschreiben an die Statthalterämter und Gemeinderäte, an letztere für sich und zuhanden der Gesundheitsbehörden, betr. die Erhebung über die Preise der Lebensmittel und Bedarfsartikel.* Vom 14. November 1914.

Circular Letter to the magisterial boards and communal councils—to the latter for themselves and also to be submitted to the health authorities—relating to the inquiries in regard to the prices for foodstuffs and articles of consumption. Dated 14th November, 1914.

3. *Kreisschreiben des Regierungsrates an die Gemeinderäte über die Anordnung von Notstandsarbeiten.* Vom 21. November 1914.

Circular Letter, relating to the organisation of emergency works, addressed to the Communal Councils by the State Council. Dated 21st November, 1914.

4. *Verordnung betreffend Schlichtung von Streitigkeiten über Lohnkürzungen und Dienstentlassungen.* Vom 12. December 1914.

Order relating to the settlement of disputes in regard to reductions of wages and dismissals. Dated 12th December, 1914.

1. For the settlement of disputes in regard to reductions of wages and dismissals, caused by the present war complications, there shall be established in the Canton of Zurich, for the continuance of the same, three Arbitration Committees, one for the Districts of Zurich, Affoltern and Dielsdorf, one for the Districts of Horgen, Meilen, Hinwil and Uster, and one for the Districts of Pfäffikon, Winterthur, Andelfingen and Bülach.

The seat of the said Arbitration Committees shall be in the chief district towns, Zürich, Meilen and Winterthur. These Committees shall also have the right to transact business in other Communes within the Districts under their jurisdiction.

2. Each Arbitration Committee shall consist of a president, his substitute and the assessors.

The State Council shall nominate the presidents of the various Committees, and several substitutes for each.

On the basis of nominations submitted by the Employers' and Workers' Associations, he shall draw up a list of assessors, who are to be chosen from among the commercial and industrial classes.

In individual cases, the president shall summon one representative each of the employers and workers in the particular branch of work concerned.

Upon request of the president, the necessary office staff shall be appointed by the State Council.

Disputes concerning matters not exceeding 50 francs may be settled by the president of the Arbitration Committee.

The president shall, moreover, be given the power, on his own initiative or upon request of one of the parties, to require still further experts, and also women and foreigners settled in the country, to take part in the proceedings.

3. Applications for arbitration shall be addressed to the Board of Economics, which shall forward them to the president of the competent Committee; the latter shall, in the first instance, attempt to bring about an understanding between the parties. Should this not be possible, the Committee shall order further proceedings to be taken.

The proceedings before the Committee shall be verbal. Should either party fail to put in an appearance at the hearing, the Committee shall request the party present to state his case, and then invite the parties to a second hearing under the threat that, in the event of non-appearance, the decision of the Committee will be given on the strength of the facts as ascertained during the former proceedings.

The Committee shall ascertain the causes and the particular circumstances of the difference, and the individual points of the dispute, and shall be entitled, for the purpose of elucidating the facts of the case, to hear witnesses, summon experts or obtain opinions.

4. Upon the termination of the proceedings and inquiries, the Committee shall submit conciliation proposals to the parties concerned and, should the said proposals not be at once accepted, shall allow them a period of three days within which to hand in their decision.

If the proposal is accepted, the deeds in the case shall be transmitted to the Board of Economics.

Should the proposal be rejected by one or other of the parties, the Committee shall submit a report to the Board of Economics, together with a short justification of its proposal. The said Board shall publish the Report in its Official Gazette.

5. No fee shall be charged in regard to the proceedings before the Arbitration Committee.

6. The president and the members of the Committee shall be remunerated for their attendance at its meetings in the same manner as the members of the Cantonal Council.

The office staff, the experts and the witnesses shall be remunerated in accordance with the charges stipulated in the Act for the Administration of Justice and in the Order for the Regulation of Fees in District Courts.

Such remuneration shall be paid by the State.

7. The present Order shall come into force immediately. The Board of Economics shall be charged with the carrying out of the Order.

**5. *Beschluss des Kantonsrates betr. Massnahmen zur Milderung der Arbeitslosigkeit, sowie gegen die Folgen der Fehlernten im Weinbau und der Maul- und Klauenseuche im Viehstande. Vom 21. Dezember 1914.***

Resolution of the Cantonal Council concerning the measures to relieve unemployment and to counteract the effects of the failure of the vine crop and of foot and mouth disease among the cattle. Dated 21st December, 1914.

[Grant of 15,000 francs for the assistance of the Trade Union Unemployment Funds.]



## 2. LUCERNE.

*Kreisschreiben des Departements der Staatswirtschaft betr. die Schaffung einer Zentralarbeitsvermittlungsstelle für die Dauer der kriegerischen Ereignisse.* Vom 6. August 1914. (Kantonsblatt 1914, 1041.)

Circular Letter by the Department of National Economy relating to the establishment of a Central Employment Agency for the duration of the war conditions. Dated 6th August, 1914.

## 3. ZUG.

*Rundschreiben des Regierungsrates an die Fabriketablissemante betr. eventuelle Beschäftigung von Arbeitslosen.* Vom 28-30. November 1914.

Circular Letter by the Federal Council to factory undertakings relating to the possible employment of the unemployed. Dated 28th-30th. November, 1914.

## 4. THURGAU.

1. *Beschluss betr. Durchführung einer Arbeitslosenzählung.\** Vom 15 Oktober 1914.

Decree relating to the taking of a census of the unemployed.\* Dated 15th October, 1914.

2. *Regierungsbeschluss betr. die Bestellung einer kantonalen Einigungskommission zur Schlichtung von Streitigkeiten über Lohnkürzungen und Dienstenlassungen für die Dauer des Krieges.* Vom 25. Januar 1915.

Government Decree respecting the establishment, for the duration of the war, of a Cantonal Arbitration Committee for the settlement of disputes concerning reductions in wages and dismissals. Dated 25th January, 1915.

## 5. GENEVA.

*Arrêté législatif instituant, à titre temporaire, une commission de conciliation en matière de salaires.* 23 janvier 1915.

Legislative Decree relating to the temporary establishment of an Arbitration Committee for the settlement of wages questions. Dated 23rd January, 1915.

1. A Committee shall be appointed and charged with the duty of settling, as far as possible, any disputes concerning reductions in wages which may occur in the various trades.

The said Committee shall consist of nine members, namely of the member of the State Council who is at the head of the Department for Commerce and Industry and of four representatives each of the employers and of the workers and employees; these eight representatives shall be appointed by the State Council.

The Committee shall remain in office until the State Council shall decide otherwise.

2. Members of Committees or Sections who have been duly summoned and who absent themselves without excuse shall be liable to a fine of 50 francs.

The said fine shall be imposed by administrative action by the Committee members present, subject to appeal to the State Council.

\* Result of census taken on 15th November, 1914: 355 unemployed, of whom 156 were embroiderers. (Amtsblatt 1915, 4.)



PERIODICAL ROOM  
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BULLETIN

OF THE

# INTERNATIONAL LABOUR OFFICE

## NATIONAL LABOUR LEGISLATION.

BRITISH COLONIES. Victoria: Factories and Shops Acts Amendment Act, 1914.

FRANCE: Decree relating to dangerous work prohibited to children and women.

## WAR EMERGENCY LEGISLATION.



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## II. WAR EMERGENCY LEGISLATION.

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FRANCE.
GREAT BRITAIN AND IRELAND.
ITALY.
NETHERLANDS.
ROUMANIA.
RUSSIA.
SWEDEN.
SWITZERLAND—
(a) Federation.
(b) Cantons :
Solothurn.

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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

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[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

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## National Labour Legislation

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### 1. LAWS AND ORDERS

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#### I. British Colonies

##### VICTORIA.

1. An Act to further amend the Friendly Societies Act, 1907 (No. 2317). 4th September, 1911.
2. An Act relating to the pension and compensation rights of certain officers and employees in the Railway Service and the reinstatement of certain persons in the Railway Service and for other purposes (No. 2329). 20th October, 1911.
3. An Act to insure the better provision of hut accommodation for shearers and others. (No. 2341). 24th October, 1911.
4. An Act to further amend the Public Service Acts and for other purposes (No. 2383). 2nd December, 1912.
5. An Act to consolidate the law relating to the supervision and regulation of factories and shops (No. 2386). 7th December, 1912.\*
6. An Act to amend the Boilers Inspection Act, 1906 (No. 2436). 31st December, 1912.
7. An Act to amend the Factories and Shops Act, 1912 (No. 2447). 31st December, 1912.

1. This Act may be cited as the Factories and Shops Act, 1912 (No. 2), and shall be read and construed as one with the Factories and Shops Act, 1912 (hereinafter called the Principal Act), which Act and this Act may be cited together as the Factories and Shops Act.

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\* See footnote on page 87.

*Special Boards.*

2. (1) In addition to the powers it already possesses, the Special Board heretofore appointed and called the Hotel Employees' Board is hereby given power to either

(a) fix prices and rates to be paid to employees without taking into consideration either board or lodging ; or

(b) fix prices and rates to be paid to employees varying according to whether full or partial board or lodging is received by the employee.

(2) When the Board makes a Determination having exercised either of these powers, it shall be an offence for any employer to accept any payment from any employee under the jurisdiction of the said Board for either board or lodging.

3. For §166 of the Principal Act there shall be substituted the following Section :

" 166. No Determination of a Special Board shall prevent the sons or daughters of any employer being employed by him in any capacity, whether he has or has not the full number of apprentices and improvers, and he shall not be bound to pay his sons and daughters the rates fixed by any Determination."

*Apprentices and Improvers.*

4. §185 of the Principal Act is hereby repealed.

*Holidays.*

5. With regard to any process, trade, business or occupation for which there is no yearly holiday fixed in the Factories and Shops Acts, the following provisions shall have effect :—

(1) Where a petition is presented to the Governor in Council praying that any particular day in each year shall be a holiday in any such process, trade, business, or occupation, either throughout Victoria or in any part thereof, and the Chief Inspector certifies that the petition is signed by a majority of the employers and a majority of the employees to be affected, the Governor in Council may—

(a) grant the prayer of the petition according to the terms thereof or with such alterations or modifications as he thinks fit ; and make regulations fixing a holiday in each year accordingly ; or

(b) refuse to grant the prayer of the petition.

(2) Every employer affected by any such regulation shall give to every employee working for him in connection with such process, trade, business or occupation a whole holiday in each year on the date so fixed.

6. Notwithstanding anything in the Factories and Shops Acts, the Governor in Council, upon receiving a petition, signed and certified as required for petitions praying for the fixing by regulations of a holiday in each year for any process, trade, business or occupation, may make regulations substituting a day to be a holiday in each year for any process, trade, business or occupation in lieu of the day fixed for that purpose in the Factories and Shops Act.

8. **An Act to enable Municipal Councils to provide workers' dwellings and for other purposes (No. 2479).** 3rd February, 1914.

9. **An Act to further amend the Mines Act and for other purposes (No. 2489).** 17th February, 1914.

31. For §130 of the Mines Act, 1897, there shall be substituted the following Section :

" 130. (1) Boys shall not be employed underground in any mine.

(2) Boys under the age of 14 years shall not be employed about any mine and females shall not be employed in, on or about any mine.

(3) No boy under the age of 18 years shall be employed in caging or uncaging trucks or skips on cages or as a lander or bracemen.

(4) If it appears that a boy was employed on the representation of his parent or guardian that he was of the age at which his employment would not be in contravention of the Mines Acts, and under the belief in good faith that he was of that age, the owner and manager of the mine shall be exempted from any penalty, and the parent or guardian (as the case may be) shall for the misrepresentation be deemed guilty of an offence against the Mines Acts."

32. The owner or manager of every mine shall keep in the office at the mine a register, and shall cause to be entered in that register, in such form as the regulations prescribe or sanction, the name, age, residence and date of first employment of all boys employed above ground in connection with the mine; and shall, on request, produce the register to any inspector of mines, who shall note therein the result of his examination of such register and the date thereof.

33. (1) If any person contravenes or fails to comply with, or permits any person to contravene or fail to comply with, any provision of the Mines Acts with respect to the employment of boys, or to the register of boys, or the production of the register as aforesaid, he shall be guilty of an offence against Division 1 of Part III. of the Mines Act, 1897.

(2) In the event of any such contravention or non-compliance by any person whomsoever the owner and manager of the mine shall each be guilty of an offence against the said Division, unless he proves that he had taken all reasonable means by publishing and to the best of his power enforcing the provisions of the Mines Acts to prevent the contravention or non-compliance.

**10. An Act to provide for compensation to workers for injuries occurring in the course of their employment (No. 2496). 20th February, 1914.**

**11. An Act to further amend the Factories and Shops Act, 1912 (No. 2558). 2nd November, 1914.\***

\* The Act published here is an amendment of the Factories and Shops Act, 1912, No. 2386 (for Title see No. 5 above). For lack of space it was impossible to print that extensive consolidating Act. The following synopsis will enable readers of the BULLETIN to trace the amended Sections in earlier numbers of the BULLETIN. Table A shows from which Sections of earlier Acts the several Sections of the Consolidating Act (referred to as the Principal Act) originate; Table B gives the reference numbers of these earlier Acts together with the volume and page of the BULLETIN where they are to be found.

For instance: 2 = 2 (1975) in Table A means that §2 of the Principal Act corresponds to §2 of the Act No. 1975, which is shown in Table B to have been printed in the E.B. II., p. 38.

Table A.—2 = 2 (1975); 6 = 6 (1975), 4 (2008); 10 = 9 (1975), 12 (2305); 12 = 24 (1975); 15 = 12 (1975); 24 = 26 (1975), 5 (2008); 26 = 7 (2008); 37 = 40 (1975), 8 (2008); 38 = 42 (1975), 9 and 10 (2008); 55 = 52 (1975); 56 = 19 (2395); 59 = 58 (1975), 23 (2305); 60 = 59 (1975); 61 = 60 (1975); 62 = 35 (2137); 63 = 61 (1975); 64 = 62 (1975); 68 = 66 (1975); 79 = 25 (2008); 80 = 26 (2008); 81 = 22 (2008), 27 (2137), 22 (2241), 28 (2305); 82 = 22, 24 (2008), 27 (2137); 83 = 23, 24 (2008), 22 (2241); 84 = 26 (2137); 85 = 6 (2177), 27 (2241), 33 (2305); 86 = 26 (2008); 87 = 24 (2008); 96 = 127 (1975); 98 = 128 (1975), 20 (2008), 13 and 20 (2241); 99 = 129 (1975); 100 = 130 (1975); 101 = 131 (1975); 102 = 132 (1975), 14 and 15 (2241); 111 = 34 (2008); 112 = 7 (2184); 113 = 35 (2241); 114 = 146 (1975), 29 (2008), 22 and 23 (2137), 18 and 37 (2241), 47 and 48 (2305); 118 = 145 (1975), 28 (2008), 21 (2137); 119 = 20 (2137), 37 (2241), 45 (2305); 120 = 128 (1975); 121 = 20 (2137), 37 (2241), 45 (2305); 125 = 37 (2137); 127 = 40 (2137), 38 and 39 (2305); 130 = 42 (2305); 135 = 16 (2008), 2 (2305); 136 = 76 (1975), 9 (2137), 7 (2305); 137 = 77 (1975), 10 (2137), 2 and 8 (2305); 141 = 87, 90 (1975), 9, 10, 31 (2241), 5 (2305); 157 = 38 (2241); 170 = 113 (1975); 174 = 120 (1975), 14 (2137); 177 = 124 (1975); 178 = 125 (1975); 181 = 33 (2137); 190 =

1. (1) This Act may be cited as the Factories and Shops Acts Amendment Act, 1914, and shall be read and construed as one with the Factories and Shops Act, 1912 (hereinafter called the Principal Act) and the Act amending the same. which Acts and this Act may be cited together as the Factories and Shops Acts.

(2) This Act shall come into operation on 1st January, 1915.

*Application of Factories and Shops Acts.*

2. (1) For §6 of the Principal Act there shall be substituted the following section :—

“6. (1) Except where otherwise expressly provided the provisions of the Factories and Shops Acts shall apply to factories and shops wherever situate in Victoria.

(2) The provisions of §127 of this Act as amended by the Factories and Shops Acts Amendment Act, 1914, shall apply to all cities and towns and may from time to time be extended by the Governor in Council to any borough or to any part or parts of a shire within ten miles of any such city, town, or borough.

(3) Where any city, town, borough, or shire is bounded whether in whole or in part by any lake or by the sea-shore all provisions of the Factories and Shops Acts and determinations of Special Boards which are in operation in such city, town, borough, or shire shall within a distance of three miles from such boundary be operative also in all parts of such lake or the sea.”

(2) In §2 and in the heading to Division 2 of Part V. of the Principal Act the words “Shops in all cities, towns and boroughs and in all shires and parts of shires to which the shops provisions of this Act have been extended” are hereby repealed.

*Saturday Half-holiday, etc.*

3. (1) All shops in Victoria (except shops for the sale of fresh uncooked meat, hairdressers' shops and shops of the classes or kinds mentioned in the Fourth Schedule to the Principal Act as amended by this Act) shall in every week be closed from the hour of 10 o'clock on Friday evenings and from the hour of 1 o'clock on Saturday afternoons.

Provided that the Governor in Council may, if he thinks fit, from time to time and at any time make regulations—

(a) For exempting from the provisions of this section and fixing the hours of closing during the whole of each year or during any part of each year in any municipal district or specified locality outside the Metropolitan District all shops or all shops of any class or kind ;

(b) For substituting in any such municipal district an earlier hour of closing than the said hour of 10 o'clock on Friday evenings.

(2) No such regulations shall be made unless a petition therefor has previously been addressed to the Governor in Council and forwarded to the Minister.

(3) Such petition shall be signed by a majority of all the shopkeepers (exclusive of hawkers and pedlars) keeping shops within the municipal district or specified locality to be affected of the classes or class of shops to be affected.

(4) It shall be the duty of the municipal clerk of each municipal district to which any petition relates. on such petition being referred to him by the Minister. to certify how many of the persons signing such petition are shopkeepers keeping shops within such municipal district or specified locality of the classes or class of shops to be affected by the regulations desired by such

51 (2305); 203 = 36 (2008), 35 (2305); 204 = 141 (1975), 37 (2305); 208 = 47 (2137), 36 (2305); 219 = 152 (1975); 220 = 153 (1975), 31 (2008); 222 = 162 (1975), 19 (2241); 225 = 114 (1975); 226 = 119 (1975), 11, 39 (2241), 4 (2291), 53 (2305); 227 = 39 (2137); 231 = 155 (1975); 242 = 150 (1975), 24 (2137).

Table B.—1975, E.B. II., p. 38; 2008, E.B. II., p. 38; 2137, E.B. IV., p. 104; 2177, E.B. VII., p. 392; 2184, E.B. IV., p. 268; 2241, E.B. VII., p. 148; 2291, E.B. VII., p. 154; 2305, E.B. VII., p. 156.



petition, and also to state and certify the total number of shopkeepers keeping such classes or class of shops within such municipal district or specified locality.

4. The Principal Act is hereby amended as follows :—

(a) In §79 the words “ and to cooked meat (other than tinned meat) shops ” are hereby repealed.

(b) In §80 the words “ or cooked meat shops ” are hereby repealed.

(c) In §81—

In sub-section (1) of the said section for the words beginning with “ On Monday and Tuesday ” and ending with “ on the preceding Wednesday was 1 o'clock ” there shall be substituted the words—

“ On Monday, Tuesday, Wednesday and Thursday, from the hour of 5 o'clock.

On Friday from the hour of 8 o'clock.

On Saturday from the hour of 1 o'clock.”

Sub-section (2) of the said section is hereby repealed.

(d) In §82—

In sub-section (1) of the said section for the words beginning with “ On Monday and Tuesday ” and ending with “ from the hour of 10 o'clock if the closing time on the preceding Wednesday was 1 o'clock ” there shall be substituted the words—

“ On Monday, Tuesday, Wednesday and Thursday from the hour of 6 o'clock.”

Sub-section (2) of the said section is hereby repealed.

(e) For §83 there shall be substituted the following section :—

“ 83. (1) Bicycle shops and flower shops situated within the Metropolitan District shall be closed in every week as follows, namely :—

On Monday, Tuesday, Wednesday and Thursday from the hour of 8 o'clock,

but may be kept open till 10 o'clock in the evening on the day immediately preceding a public holiday when such shops are closed for the whole of such public holiday.

(2) Hairdressers' shops situated within the Metropolitan District shall be closed in every week as follows, namely :—

On Monday, Tuesday and Thursday from the hour of 8 o'clock ;

On Friday from the hour of 8 o'clock except when such shops are to be closed at 1 o'clock on Saturday, when they shall be closed from the hour of 10 o'clock on Friday ;

On Wednesday from the hour of 1 o'clock or 8 o'clock, whichever of these times is chosen by the shopkeeper in pursuance of this Act ; and

On Saturday—

(a) from the hour of 1 o'clock when the closing time on the preceding Wednesday was 8 o'clock ; or

(b) from the hour of 10 o'clock when the closing time on the preceding Wednesday was 1 o'clock,

but may be kept open until 10 o'clock in the evening on the day immediately preceding a public holiday when such shops are closed for the whole of such public holiday.

- (3) The choice of a keeper of a hairdresser's shop as to the closing time on Wednesday may be made in respect of any such shop or shops occupied by him by sending through the post by registered letter to the Chief Inspector a notice in the form prescribed. Until he so makes such choice a hairdresser shall be deemed to have chosen 1 o'clock as the closing time for his shop on Wednesday.
- (4) A hairdresser who has two or more different shops all of which are situated within one mile of each other in the Metropolitan District shall close all such shops either at 1 o'clock on Wednesday or at 1 o'clock on Saturday and may make his choice accordingly.
- (5) When a hairdresser has made a choice as aforesaid he shall not make another choice until after the expiration of three months thereafter."

(f) §84 is hereby repealed.

(g) §§85 and 86 are hereby repealed.

(h) §87 is hereby repealed.

(i) For §96 there shall be substituted the following section :—

" 96. (1) (a) All shops outside the Metropolitan District (other than shops for the sale of fresh uncooked meat, hairdressers' shops and shops of the classes or kinds specified in the Fourth Schedule) shall be closed on Monday, Tuesday, Wednesday and Thursday from the hour of 7 o'clock, but may be permitted to remain open later on Monday, Tuesday, Wednesday, or Thursday under any by-law made or to be made under the authority of the Factories and Shops Acts.

(b) Shops outside the Metropolitan District for the sale of fresh uncooked meat shall be closed at the hours named in §100, but may be permitted to remain open later on any Monday, Tuesday, Wednesday or Thursday under any by-law made or to be made under the authority of the Factories and Shops Acts.

(c) Hairdressers' shops outside the Metropolitan District shall be closed as provided under §101, but may be permitted to remain open later on any day of the week under any by-law made or to be made under the authority of the Factories and Shops Acts.

(2) But any of the shops to be closed as aforesaid may be kept open until 10 o'clock in the evening on the day immediately preceding a public holiday, when such shops are closed for the whole of such public holiday."

(j) Paragraph (4) of §98 is hereby repealed and for the number (5) prefixed to paragraph (5) there shall be substituted the number (4).

(k) For §100 there shall be substituted the following section :—

" 100. All shops outside the Metropolitan District for the sale of fresh uncooked meat shall be closed in every week—

On Monday, Tuesday, Wednesday and Thursday, from the hour of 7 o'clock ;

On Friday from the hour of 10 o'clock ;  
 On Saturday from the hour of 1 o'clock,  
 but may be kept open until 10 o'clock in the evening on the  
 day immediately preceding a public holiday, when such shops  
 are closed for the whole of such public holiday.

Provided that in any municipal district or specified locality  
 where regulations have been made exempting from the  
 provisions of §3 of the Factories and Shops Amendment Act,  
 1914, and fixing the hours of closing all shops or all shops  
 of any class or kind, regulations may be similarly made  
 exempting from the provisions of this section shops situated  
 in the same municipal district or specified locality for the  
 sale of fresh uncooked meat, and fixing their hours of closing,  
 on petition signed by a majority of keepers of such shops in  
 such municipal district or specified locality and certified as  
 required in the said §3."

(l) For §101 there shall be substituted the following section :—

"101. Hairdressers' shops situated outside the Metropolitan  
 District shall be closed in every week as follows, namely :—

On Monday, Tuesday and Thursday from the hour of  
 7 o'clock ;

On Friday from the hour of 7 o'clock, except when such  
 shops are to be closed at 1 o'clock on Saturday, when  
 they shall be closed from the hour of 10 o'clock on  
 Friday ;

On Wednesday from the hour of 1 o'clock or 7 o'clock,  
 whichever of these times is chosen by the shopkeeper  
 in pursuance of this Act ; and

On Saturday—

(a) from the hour of 1 o'clock when the closing time  
 on the preceding Wednesday was 7 o'clock ; or

(b) from the hour of 10 o'clock when the closing time  
 on the preceding Wednesday was 1 o'clock,

but may be kept open until 10 o'clock in the evening on the  
 day immediately preceding a public holiday, when such  
 shops are closed for the whole of such public holiday."

(m) Sub-section (7) of §102 is hereby repealed and for the number  
 (8) prefixed to sub-section (8) of the said section there shall be substituted  
 the number (7).

(n) In §127 the proviso to paragraph (a) of sub-section (1) of the  
 said section is hereby repealed.

(o) At the end of the Fourth Schedule to the Principal Act there  
 shall be inserted the words "Cooked meat (other than tinned meat)  
 shops."

#### *Inspectors.*

5. At the end of sub-section (1) of §10 of the Principal Act there shall be  
 inserted the words—

"Provided that notwithstanding the provisions of the Public Service  
 Acts any member of the Police Force may be appointed by the Minister of  
 Labour by writing under his hand to act as an inspector of factories in the  
 district in which he is stationed."

*Records.*

6. At the end of §12 of the Principal Act there shall be inserted the words—

“ Provided that for the purpose of tracing persons who have evaded naval or military training the Minister may once in every year authorise any officer of the Department of Defence of the Commonwealth of Australia to inspect such records.”

*Regulations.*

7. The Principal Act is hereby amended as follows :—

(a) Sub-sections (3) and (4) of §15 are hereby repealed.

(b) In §24—

In paragraph (b) of sub-section (2) of the said section the words “ by any regulations made by the Board of Public Health which the said Board is hereby authorised to make ” are hereby repealed.

In sub-section (3) of the said section the words “ by regulations of the Board of Public Health and the said Board is hereby authorised to make such regulations ” are hereby repealed.

(c) In sub-section (1) of §26, the words “ of the Board of Public Health ” are hereby repealed.

(d) In §62 the words “ on the recommendation of the Board of Public Health ” and also the words “ and the said Board is hereby authorised to make such regulations ” are hereby repealed.

(e) In §111—

For the word “ owner ” wherever occurring there shall be substituted the word “ occupier.”

In sub-section (1) of the said section for the words beginning with the words “ if so required ” and ending with the words “ separated for the sexes ” there shall be substituted the words “ as may be prescribed construct privies and urinals for the use of such persons and, where they are of different sexes, separate privies for the use of each sex, with approaches thereto properly separated for the sexes.”

(f) Sub-section (3) of §112 is hereby repealed and for the number (4) prefixed to sub-section (4) of the said section there shall be substituted the number (3).

(g) In §113 the words “ owner or ” and all the words beginning with the words “ by any regulations ” to the end of the section are hereby repealed.

(h) In §242, after the words “ kind of furniture,” there shall be inserted the words—

“ for prescribing the means, method and amount in factories and shops of fire-escape, fire-prevention, ventilation, air-space, cleanliness, sanitary provisions, and arrangements for securing the health, safety and convenience of employees.”

*Working Hours.*

8. (1) For §37 of the Principal Act there shall be substituted the following section :—

“ 37. (1) No person shall employ in a factory any male under 16 years of age or female of any age—

(i.) for more than 48 hours in any week, or

(ii.) for more than 10 hours on any day, or

(iii.) later than 9 o'clock in the evening.

Provided that in order to meet an unforeseen press of work such employment may be extended to 57 hours in any week, but in not more than eight weeks in any one year subject to the following conditions :—

(a) Payment for overtime shall be made for the time so worked at the rate of time and a half on wages rates or 3d. an hour extra on piece-work prices (as the case may be), and in addition each worker shall receive 1s. for tea-money for each day so worked ;

(b) No such person shall be employed more than 48 hours in any one week without his or her consent ;

(c) No such person shall be employed for more than 10 hours on any day or later than 9 o'clock in the evening ;

(d) A book containing a detailed list showing the date upon which the overtime was worked, the overtime worked, the name of worker and the hours of overtime shall be kept in a convenient place in the factory where any employee may at any time inspect it ; and a notice in the form of the Third Schedule, accompanied by a fee of 2s. 6d. for registration and a full statement of the reasons for working such overtime signed by the occupier, shall be posted or delivered to the Chief Inspector of Factories within 48 hours after each week in which overtime is worked.

(2) If the Minister is not satisfied that such working was *bona fide* for the purpose of meeting an unforeseen press of work he shall give notice in writing of such dissatisfaction to such occupier, and unless the occupier of such factory within one month from such notice proves to the satisfaction of the Minister that such working was *bona fide* for such purpose the Minister shall direct the Chief Inspector to make a record that such working was not *bona fide* for such purpose ; and if the Minister directs such record to be made in regard to any occupier of a factory three times within any period of twelve months, such occupier shall not thereafter at any time be entitled to avail himself of the provisions of this section.

(3) On any day all males under sixteen years of age and all females employed in any capacity in a factory shall (meal times excepted) be deemed to be employed in a factory from the time when they enter the same until the time when they leave.

(4) If any person offends against the provisions of this section he shall for each and every contravention of this section be liable to a penalty for the first offence of not more than £5 and for any subsequent offence of not less than £2 or more than £20.

(5) Nothing in this section shall affect or modify the provisions of §43 of the Principal Act."

(2) For the Third Schedule to the Principal Act there shall be substituted the First Schedule to this Act, which Schedule may be cited as the Third Schedule to the Principal Act.

9. At the end of §38 of the Principal Act there shall be added the following sub-section :—

" (6) For the purposes of this section ' work ' shall be deemed and taken to include performing any of the operations usually carried on in the factory."

*Persons in Charge of Suction Gas-engines, Steam Boilers, etc.*

10. In sub-section (1) of §55 of the Principal Act the words " which is not under supervision by virtue of some Act other than this Act " are hereby

repealed; and after the word "steam-boiler" wherever occurring in the said sub-section there shall be inserted the words "or steam-engine"; and sub-section (2) of §55 of the Principal Act is hereby repealed and the number (1) prefixed to the said section is hereby repealed.

11. At the end of sub-section (1) of §56 of the Principal Act there shall be added the words "or for the exclusive purpose of providing a supply of water for private use."

*Guarding Machinery or Structures.*

12. For §59 of the Principal Act there shall be substituted the following section :—

" 59. Every occupier of a factory shall provide guards for—

(a) all dangerous parts of the machinery of the factory ;

(b) all dangerous appliances used in or in connexion with the factory ; and

(c) all dangerous parts of the factory,

so as to prevent as far as possible loss of life or bodily injury, and shall keep all guards constantly maintained in an efficient state and properly adjusted."

13. (1) In sub-section (1) of §231 of the Principal Act for the words beginning with "having neglected to fence" where first occurring, and ending with "maintain such fencing" where last occurring, there shall be substituted the following words :—

" (a) having neglected to provide guards required by or in pursuance of this Act to be provided for—

(i.) any dangerous part of the machinery of the factory, or

(ii.) any dangerous appliance used in or in connection with the factory, or

(iii.) any dangerous part of the factory ; or

(b) having neglected to keep any such guard constantly maintained in an efficient state and properly adjusted."

(2) In sub-section (2) of the said §231 for the words "for not fencing the part of the machinery or the vat, pan, or other structure by which" there shall be substituted the words "for not providing guards for any part of the machinery or for any appliance by which or for any part of the factory in which."

14. For §60 of the Principal Act there shall be substituted the following section :—

" 60. (1) For the prevention of accidents the Minister may from time to time by order under his hand—

(a) Direct the occupier of any factory or the occupiers of all factories to take such steps as the Minister deems necessary to prevent the occurrence of accidents ; or

(b) Direct that any specified machine or appliance shall not be used in or in connexion with a specified factory.

(2) If such steps are not taken accordingly within such time as the Minister directs, or if such machine or appliance is used contrary to the order, the factory shall be deemed not to be kept in conformity with this Act."

15. For §61 of the Principal Act there shall be substituted the following section :—

" 61. If any person operates machinery without the guard required by or in pursuance of this Act to be provided for the same, or when the

guard is removed or not properly adjusted, such person and the occupier of the factory shall be severally guilty of an offence against this Act."

16. §§63 and 68 of the Principal Act are hereby repealed.

17. In the construction of §59 and §61 of the Principal Act as re-enacted by this Act and of §231 of the Principal Act as amended by this Act the word "guard" shall be deemed to extend to and include fence.

*Restrictions as to Young Persons and Women.*

18. For sub-sections (1) and (2) respectively of §64 of the Principal Act there shall be substituted the following sub-sections :—

"64. (1) No female, unless her hair is cut short or securely fixed and confined close to her head by net or otherwise, and no male wearing any apron or loose garment, shall be allowed to work among or near moving machinery.

(2) No male under eighteen years of age and no female of any age shall be allowed to clean mill gearing while the same is in motion or to work between the fixed and traversing part of any self-acting machine while the machine is in motion by the action of steam, water or other power."

*Hours of Closing Shops.*

19. §99 of the Principal Act is hereby repealed.

20. Notwithstanding anything in this or any other Act the sale from any shop after the hour when such shop should be closed of petrol, benzine, or other motor spirit to travellers for the purpose of enabling them to continue any journey shall not be regarded as an offence.

*Limitation of Hours of Work in Shops.*

21. In sub-section (2) of §114 of the Principal Act for the words "with the written consent of the Chief Inspector" there shall be substituted the words "if notice in writing has previously been sent to the Chief Inspector."

*Registration of Shops.*

22. (1) For §125 of the Principal Act there shall be substituted the following section :—

"125. (1) Every person or body of persons—

in occupation of any shop on 1st March, 1915, shall within fourteen days after the said day ; or

going into occupation of any shop after the said day, shall within fourteen days of such going into occupation ; or

in occupation of any building or place which becomes for the first time or after a period of disuse again becomes a shop, shall within 14 days of such building or place becoming or again becoming a shop,

serve on the Chief Inspector at his office a written notice in the prescribed form.

(2) Such notice shall specify—

particulars of the names of such person or body of persons and a description of the shop ;

the place where such shop is situate ;

the classes or kinds to which such shop belongs ;

the name of the person or body of persons under which the business of the shop is carried on ; and

such other particulars as are prescribed.

(3) If it is shown that all the requirements of the Factories and Shops Acts have been fulfilled the Chief Inspector shall register such shop and issue a certificate of such registration on payment of the registration fees as hereinafter provided.

(4) No fee shall be payable for shops registered under §90.

(5) The year for which shops are registered shall begin on the first day of March and end on the last day of February next following, and the annual fee shall be payable on the first day of March in each year; but when any shop is first occupied after the 31st August in any year the fees to be paid on registration for the current year shall be one-half of the annual fees.

(6) Any person or body of persons in occupation of any shop not registered as required by the Factories and Shops Acts shall be liable to a penalty not exceeding £10.

(7) The following shall be the scale of fees :—

Every shop in which more than 60 persons are employed £3 3s. per annum.

Every shop in which more than 30 and not more than 60 persons are employed, £2 2s. per annum.

Every shop in which more than 10 and not more than 30 persons are employed, £1 1s. per annum.

Every shop in which more than 6 and not more than 10 persons are employed, 10s. per annum.

Every other shop, 2s. 6d. per annum.

(8) Nothing in this section shall apply to hawkers or pedlars."

(2) In paragraph (e) of §222 of the Principal Act after the word "factories" there shall be inserted the words "or shops"; and after the word "factory" there shall be inserted the words "or shop."

#### *Carting and Delivery.*

23. For paragraph (b) of sub-section (1) of §127 of the Principal Act there shall be substituted the following paragraph :—

"(b) The restrictions contained in this sub-section shall not apply to—

Cab drivers ;

Persons driving tramway cars or motor omnibuses for conveying passengers ;

Persons carting or delivering perishable articles of human food ;

Persons delivering parcels of laundry-work ;

Persons carting flowers to market ;

Persons carting newspapers ;

Persons carting materials for the repair of tramways ;

Persons carting materials for repairing purposes in case of a breakdown in connexion with water-works, sewerage works, electric light works, gasworks, or any other public utility, or of any plant in a factory which would otherwise have to be closed either forthwith or during the next working day for repairs ;

Persons carting bones and meat refuse from butchers' shops ;

Persons removing dead animals ; or

(From 1st November in any year to 15th April next following)

Persons delivering aerated waters, cordials or ice."



24. In §130 of the Principal Act—

(a) After the word "carter" where first occurring there shall be inserted the words "or stableman."

(b) After the word "carter's" there shall be inserted the words "or stableman's."

(c) For the word "carter" where secondly occurring there shall be substituted the word "person."

(d) At the end of the said section there shall be inserted the following words:—

"Where the number of carters or stablemen so employed exceeds six, cards containing the same particulars as the time-book may be kept. It shall be the duty of the employer to cause the particulars on the cards to be transcribed into a time-book and to preserve the cards for the purposes of verification.

Every such book or card shall be in the form prescribed."

*Special Boards.*

25. In sub-section (1) of §135 of the Principal Act—

the words "articles or" and the word "articles" are hereby repealed ; the word "or" wherever it occurs immediately before the word

"business" is hereby repealed ;

for the word "are" there shall be substituted the word "is" ;

for the word "those" there shall be substituted the word "that" ;

after the word "business" wherever it occurs, there shall be inserted the words "or occupation."

26. (1) In §136 of the Principal Act there shall be inserted after sub-section (2) the following sub-sections:—

"(3) All the representatives of employers and employees respectively nominated for any Special Board shall reside in the area or locality to which the Determination of the Special Board is to be applied ; and if any such representative ceases to reside as aforesaid he shall thereupon cease to be qualified as and shall cease to be a member of the Board.

(4) In any case where one-fifth of the employers or employees in any process, trade, business, or occupation, carry on or are engaged in such process, trade, business, or occupation outside the Metropolitan District as defined in this Act one at least of the persons so nominated as representatives of employers and one at least of the persons so nominated as representatives of employees shall be a person who resides and who carries on or is engaged in (as the case may be) such process, trade, business, or occupation outside the said Metropolitan District.

(5) In any case where after the lapse of three months from the date of the Order in Council for the appointment of any Special Board the Minister is satisfied that a sufficient number of qualified employers or employees cannot be found to act as members of the Board the Governor in Council on the advice of the Minister may appoint any persons who have been engaged in the trade concerned to be representatives of the employers or the employees on such Board."

(2) For the number (3) prefixed to sub-section (3) of §136 of the Principal Act there shall be substituted the number (6).

27. Sub-section (2) of §137 of the Principal Act is hereby repealed and for the numbers (3), (4), (5) and (6) prefixed to sub-sections (3), (4), (5) and (6) of that section there shall be substituted the numbers (2), (3), (4) and (5) respectively.

28. §14 of the Principal Act is hereby amended as follows :—

(1) Paragraph (c) of the said section is hereby repealed ; and at the end of the said section there shall be inserted the following new sub-sections :—

“(2) Every Special Board shall fix higher wages rates to be paid for overtime ; and for that purpose it shall exercise the powers set out in any one, but not more than one, of the paragraphs in this sub-section numbered (a), (b), (c) or (d) :—

(a) It may fix an overtime rate for any hour or fraction of an hour worked in any week in excess of the number of hours determined for a week's work ; or

(b) It may fix the hour of beginning and the hour of ending work on each day ; and in that case shall—

Fix higher wages rates to be paid for any hour or fraction of an hour worked in any week—

(i.) outside the hours so fixed ;

(ii.) within the hours so fixed in excess of the number of hours determined for a week's work ; or

(c) It may fix the hour of beginning and the hour of ending each shift ; and in that case shall—

Fix the rate to be paid for work done on each shift ; and

Fix a higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift ; or

(d) It may fix a higher rate to be paid for any hour or fraction of an hour worked on any day in a factory before or after the ordinary working hours of the factory.

(3) In addition to the powers conferred by this section every Special Board may exercise either or both of the following powers, namely :—

(a) It may fix special rates for work to be done on a Sunday or public holiday ; or

(b) It may fix special rates to be paid to any employee who works away from his employer's place of business for time occupied in travelling between the employer's place of business and work or between the employee's residence and work.”

(2) Before the words “ Every Special Board in accordance ” there shall be inserted the number (1) ; for the letter (d) prefixed to paragraph (d) there shall be substituted the letter (c) ; and for the letter (e) prefixed to paragraph (e) there shall be substituted the letter (d).

29. “ Casual work ” and “ casual labour ” shall mean work or labour during any week for not more than one-half the maximum number of hours fixed by the Special Board in respect of any particular process, trade, business, or occupation, and the Determination of any Special Board with respect to casual work shall always be subject to this provision.

30. (1) In addition to the powers it already possesses the Special Board heretofore appointed and called the Coal Miners Board may if it thinks fit as part of its Determination make rules regulating the cavilling for places which are worked at piece-work prices on any coal mine.

(2) Such cavilling shall be carried out by the employees affected.

(3) Any person guilty of any contravention of any such rules or of any failure to carry out the decision or requirements of any such cavil shall on information laid by any person aggrieved be liable on conviction by any court of petty sessions consisting of a police magistrate, with or without justices, to a penalty of not more than £50.

31. For paragraph (b) of sub-section (3) of §188 of the Principal Act there shall be substituted the following paragraph :—

“(b) order the defendant to enter into a recognisance within 14 days in any sum of not more than £50, with such sureties as the Court thinks fit of not more than £50 each to carry out the terms, covenants and conditions of the indentures; and may further order that in default of entering into the recognisance as aforesaid the person or persons in default be imprisoned for a term of not more than one month unless such recognisance be sooner entered into, and for a second or subsequent contravention impose a penalty on the defendant of not more than £25, and in addition may estreat the recognisance (if any).”

32. (1) The employer of any improver in any process, trade, business, or occupation subject to the Determination of a Special Board shall at the termination of the employment give him a certificate in the form of the Eighth Schedule to the Principal Act correctly showing the duration and nature of such employment.

(2) When any improver seeks employment from any employer he shall produce to that employer all certificates previously given to him as aforesaid.

(3) At the end of the Seventh Schedule to the Principal Act there shall be inserted the Second Schedule to this Act, which shall be read and construed and may be referred to as the Eighth Schedule to the Principal Act.

33. For §203 of the Principal Act there shall be substituted the following section :—

“203. The third Tuesday in January in each year shall in the Metropolitan and Geelong Districts be a factory holiday for bread bakers and pastry-cooks. No bread or pastry shall be made or baked for trade or sale in the Metropolitan and Geelong Districts on that day.”

34. (1) In sub-section (1) of §204 of the Principal Act the words “or third” shall be inserted after the word “first” in the second and third places where that word occurs.

(2) In sub-section (2) of the said section before the words “The Governor in Council” there shall be inserted the words “The provisions of this section shall apply to all cities, towns and boroughs, and.”

35. Notwithstanding anything contained in §6 of Act No. 2447 no regulation in regard to the closing of fruit shops in the Metropolitan District shall operate to close such shops during the months of January and February.

#### *Offences, Penalties and Legal Proceedings.*

36. In §219 of the Principal Act for the words “consisting of two or more justices” there shall be substituted the words “consisting of a Police Magistrate sitting either with or without justices”; and in the same section for the words “done by a Police Magistrate either with or without any other justice or justices.”

37. In sub-section (1) of §220 of the Principal Act after the word “offender” there shall be inserted the words “and all courts shall take judicial notice of the signature of every person who is or shall be or shall have been Minister, Chief Inspector of Factories and Shops or Assistant Chief Inspector of Factories and Shops to every document required to be signed for the purposes of the Factories and Shops Acts.

38. (1) In paragraph (a) of §222 of the Principal Act—

After the word “furniture” there shall be inserted the words “or

the unlawful paying or receiving any sum of money in connexion with the employment of an apprentice or improver ” ;

The following words are hereby repealed :—“ if for any offence under §191 or §192 of this Act shall be laid within six months after the commission of the offence.”

(2) In paragraph (g) of §222 of the Principal Act—

(a) The words “ within any factory ” and the words “ within such factory ” are hereby repealed ;

(b) For the word “ improvers,” wherever occurring, there shall be substituted the words “ apprentices or improvers.”

(3) In paragraph (l) of §222 of the Principal Act after the words “ in such shop ” there shall be inserted the words “ whether by a hairdresser or barber or any employee or any person whomsoever and whether for hire or reward or otherwise.”

39. In §225 of the Principal Act after the word “ person ” where it last occurs there shall be inserted the following words : “ if he has made demand in writing on such employer within two months after such money became due ” ; and after the word “ balance ” there shall be inserted the following words : “ of such sum so demanded.”

40. (1) The proviso to sub-section (1) of §226 of the Principal Act is hereby repealed.

(2) At the end of sub-section (1) of §226 of the Principal Act as amended by this Act there shall be inserted the following words :—

“ Provided that the Minister may permit any student of the University of Melbourne or any student taking full day courses of technological study at any working men’s college or any school of mines or any other technical college or technical school in Victoria to enter and work in any factory, shop or place during the time he is a student at any such institution for the purpose only of acquiring practical knowledge and skill in the trade carried on in such factory, shop or place : notwithstanding that he is not paid the rates provided by any determination in force in the trade concerned.”

41. For sub-section (1) of §227 of the Principal Act there shall be substituted the following sub-section :—

“ (1) Any person or body of persons in occupation of any factory or shop may be prosecuted for any offence in the true ostensible or reputed name of such person or body of persons, and a conviction may be had and enforced by distress in that name against the actual occupier.”

42. §157 of the Principal Act is hereby repealed.

43. In §170 of the Principal Act after the word “ kind ” there shall be inserted the words “ or board and lodging ” ; and after the word “ goods ” where it last occurs in the said section there shall be inserted the words “ or board and lodging.”

44. In §208 of the Principal Act for the words “ Metropolitan District ” there shall be substituted the words “ Metropolitan and Geelong Districts.”

45. In §209 of the Principal Act after the words “ in each year ” there shall be inserted the words “ and all persons employed in abattoirs or private slaughter-houses in the Geelong District shall be given a whole holiday on the third Wednesday in January in each year.”

46. In §199 of the Principal Act for the words “ in a factory or shop ” there shall be substituted the words “ subject to any determination of a Special Board.”

47. In the Sixth Schedule to the Principal Act the words “ Boot Repairers’ Shops ” are hereby repealed.

48. For §118 of the Principal Act there shall be substituted the following section :—

“(1) Except as hereinafter provided no female shall be employed for more than 56 hours and no male for more than 58 hours excluding meal times in any one week—

(a) in any—

chemist's shop,  
coffee-house,  
coffee palace,  
confectioner's shop,  
eating-house,  
fish or oyster shop,  
fruit and vegetable shop,  
restaurant,  
tobacconist's shop,  
bookseller's and newsagent's shop,  
cooked meat (other than tinned meat) shop,  
hotel,  
premises for which an Australian wine licence or a billiard table licence is in force,  
premises which are occupied as a club,

(All of which are for the purposes of this section herein-after referred to as 'shops'); or

(b) in the trade or business of a caterer.

(2) Any person employed in any such shop or trade or business may with the written consent of the Chief Inspector be employed overtime for any time not exceeding ten hours in any one week :

Provided that—

(a) the number of weeks in any year in which any person is so employed overtime shall not exceed six ;

(b) an overtime rate of time and a half shall be paid ;

(c) Sixpence shall be paid for tea-money on each day overtime is worked.

(3) (a) In cases where any of such shops (except chemists' shops) are usually kept open or such trade or business is usually carried on on all the seven days of the week the person having the management thereof shall cause and permit each person employed therein to have and take in each week a whole holiday of twenty-four hours commencing at the usual hour of beginning work on such day in each week as the manager in the case of each such person thinks fit :

Provided that between the first day of December in each year and the last day of February next following in all parts of Victoria situate more than ten miles from the Metropolitan District a half-holiday only as provided in this section need be given.

(b) In chemists' shops and in all other cases the manager shall cause and permit each such person to take a half-holiday from the hour of 2 o'clock in the afternoon of Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday in each week."

49. §§119, 120 and 121 of the Principal Act are hereby repealed.

50. At the end of sub-section (2) of §79 of the Principal Act there shall be inserted the following paragraph :—

“(c) On one or more stated days in each week from any hours fixed by such regulations and permitting such closed shops to re-open on such stated days or days from such other hour or hours as may be fixed by such regulation.”

51. For sub-sections (2) and (3) of §174 of the Principal Act there shall be substituted the following sub-sections :—

“(2) Such Court shall consist of a President and two other persons.

(3) A Court of Industrial Appeals, consisting of the President and of two other persons as aforesaid shall be constituted from time to time as occasion requires by Order in Council published in the *Government Gazette*.

(4) (a) The President—

(i.) shall be such one of the Judges of the Supreme Court as the Governor in Council appoints ;

(ii.) shall be entitled to hold office as President for such period as the Governor in Council thinks fit ; and

(iii.) shall sit in every Court of Industrial Appeals constituted from time to time.

(b) The two other persons constituting a Court of Industrial Appeals shall be such persons as are appointed by the Governor in Council upon nomination as hereinafter provided ; but they shall act only in the Court of Industrial Appeals for which they are appointed.

(5) (a) When a Determination of a Special Board is appealed against in accordance with the provisions of this Act or is referred by the Minister for the consideration of the Court of Industrial Appeals, then within 21 days from the date of the appeal or the reference (as the case may be)—

the representatives of the employers on such Special Board shall nominate one person to represent the employers, and

the representatives of the employees shall nominate one person to represent the employees.

(b) Nominations shall be made in writing and shall be forwarded to the Minister.

(c) Only persons who are *bona fide* and actually engaged in the trade concerned or have been so engaged for at least six months during the three years immediately preceding such nomination shall be eligible for nomination.

(6) If default is made in nominating an eligible person to represent the employers or the employees (as the case may be), or if any vacancy in a Court occurs by reason of death, resignation, incapacity, refusal to act or otherwise, the Minister may nominate some similarly qualified person to represent the employers or the employees (as the case may require) on such Court.

(7) The President and the two other persons constituting a Court of Industrial Appeals shall hear and determine every appeal and reference to such Court ; and subject to this Act, a majority shall decide.

(8) Every person appointed to represent the employers or the employees on a Court of Industrial Appeals shall be paid a fee of £2 for every full day of attendance at such Court.

(9) (a) Subject to the Public Service Acts the Governor in Council may appoint a registrar of the Court of Industrial Appeals who shall be an officer of the Factories Branch of the Department of the Chief Secretary.

(b) The Registrar shall attend the sittings of the Court of Industrial Appeals.

(10) The Governor in Council may make general rules to carry into effect the provisions of this Act with respect to the Court of Industrial Appeals

and in particular with respect to the summoning of and procedure before any such Court and the publication of such rules. Subject to such rules (if any), the Court may regulate its own procedure.

(11) In the construction of the Factories and Shops Acts any reference to the Court of Industrial Appeals shall (unless inconsistent with the context or subject-matter) be deemed to include a Court of Industrial Appeals constituted from time to time as aforesaid."

52. In §178 of the Principal Act for the word "appointment" there shall be substituted the word "constitution."

53. For §179 of the Principal Act there shall be substituted the following section :—

" 179. A Determination of the Court of Industrial Appeals may be dealt with by the Governor in Council in the same way in every respect as if it were a Determination of a Special Board."

54. In §181 of the Principal Act, for the words "The Court of Industrial Appeals shall have all the powers of the Supreme Court and shall" there shall be substituted the words "In addition to the powers otherwise conferred upon the Court of Industrial Appeals the said Court shall have all the powers of the Supreme Court, which last-mentioned powers shall be exercised only by the President; and the Court of Industrial Appeals shall."

55. Notwithstanding anything in the Factories and Shops Acts any Determination made before the commencement of this Act by the Court of Industrial Appeals as heretofore constituted, and whether such Determination is in force or suspended, shall for all purposes—

(i.) be deemed and taken to be, and

(ii.) have the like force and effect and validity as if it were

a Determination (in force or suspended as the case may be) of a Court of Industrial Appeals as constituted under this Act.

Provided that the Minister, if satisfied upon affidavit that a *prima facie* case exists for the review of any such Determination, may advise the Governor in Council to constitute a Court of Industrial Appeals as hereinbefore provided and may refer the application for review for the consideration of the said Court which application the said Court is (in addition to all of the powers vested in the said Court by the Factories and Shops Acts) hereby authorised to consider and to hear and determine.

56. §177 of the Principal Act is hereby repealed.

[Schedules.]

## II. France.

*Décret du 21 mars 1914 concernant les travaux dangereux interdits aux enfants et aux femmes.* (J.O. du 26 mars 1914, p. 2777 et errata au J.O. du 28 mars 1914, p. 2844; Bulletin du Ministère du travail et de la Prévoyance sociale XXI., 37(\*).

**Decree relating to dangerous work prohibited to children and women.** (Dated 21st March, 1914.)

1. It shall be unlawful to employ children under the age of 18 years and women in lubricating, cleaning, examining or repairing machinery or mechanical apparatus in motion.

2. It shall be unlawful to employ children under the age of 18 years and women in workplaces where hand or power-driven machinery is used, the dangerous parts of which are not protected by wheelcases, handrails or other suitable fencing.

3. It shall be unlawful to employ children under the age of 18 years in causing apparatus to revolve by jumping on a pedal. It shall also be unlawful to employ such children in turning horizontal wheels.

4. Children under the age of 16 years shall only be employed in turning vertical wheels during half a working day, which shall be interrupted by an interval for rest of not less than half an hour.

It shall also be unlawful to employ children under the age of 16 years in working so-called "hand looms" by means of a pedal.

5. Children under the age of 16 years shall not be employed on circular or ribbon saws.

6. Children under the age of 16 years shall not be employed in working machine shears and other mechanical cutting tools.

7. Children under the age of 15 years shall not be employed in taking out glass-metal in bottle and window-glass works, nor under the age of 14 in other glass-works.

Children under the age of 16 years shall not be employed in glass-blowing in bottle and window-glass works, nor under the age of 14 in other glass works.

The weight of glass handled by children from 14 to 16 years of age shall not exceed 1,000 grammes.

In glass works in which bottles are manufactured by a mechanical process, children under the age of 16 years shall not be employed in taking out glass to feed the furnaces, nor in operating the same.

Children under the age of 15 years shall not be employed in the drawing of glass in the form of tubes or thin strips. Nevertheless, with the exception of Venetian bead works, children may be employed on glass-drawing from the age of 14 years, provided that the weight handled by the child does not exceed 5 kilograms, including the blowpipe.

Children up to the age of 18 years shall be given means for protecting the face against the radiation from the working holes (side openings) during the operation of extracting the glass or of the re-heating of the pieces; for this purpose, the manufacturer shall be required to place at their disposal suitable protective appliances, prescribing the method of using the same, and shall ensure that these are maintained in proper condition.

In glass works where glass-blowing is done by the mouth, a separate mouthpiece shall be provided for every child below the age of 18 years.

8. It shall be unlawful to cause children under the age of 16 years to attend on steam-cocks.

9. It shall be unlawful to employ children below the age of 16 years as platers in works in which the rolling and drawing of metal rods into wire is carried on.

The above provision shall not, however, apply to workshops in which the platers' work is protected by suitable protective appliances.

10. It shall be unlawful to employ children below the age of 16 years on house repairing or house cleaning work carried on by means of movable scaffolding.

11. It shall be unlawful to employ girls below the age of 16 years on work carried on by means of treadle sewing machines.



12. It shall be unlawful to employ children below the age of 18 years and women on the manufacture, the handling and the sale of pamphlets, prints, placards, drawings, engravings, paintings, emblems, pictures or any other objects, the sale, offer, exhibition, posting up or distribution of which are restricted under the penal laws as being contrary to good morals.

It shall also be unlawful to employ children below the age of 16 years and women below the age of 21 years on any kind of work on premises where are manufactured, handled or sold pamphlets, prints, placards, drawings, engravings, paintings, emblems, pictures or any other objects which, even though they do not come within the scope of the penal laws, are of a nature to offend their morals.

13. In establishments where any of the working operations enumerated in Table A (attached to the present Decree) are carried on, access to the rooms set aside for the said operations shall be prohibited to children under the age of 18 years and to women.

14. In establishments where any of the working operations enumerated in Table B (attached to the present Decree) are carried on, access to the rooms set aside for the said operations shall be prohibited to children under the age of 18 years.

15. Work in the rooms designated in Table C (attached to the present Decree) shall only be permitted to children under the age of 18 years and to women if the conditions stipulated in the said Table are complied with.

16. In the administration of the present Decree, the heads of all establishments shall be in a position to submit to the inspectors, upon request, either the book designated in §88 of Book II. of the Code of Labour and Social Welfare, or a birth certificate.

17. In pursuance of §§3 and 4 of the Act of 26th November, 1912, the Decree of 13th May, 1893, amended by the Decrees of 21st June, 1897, 20th April, 1899, 3rd May, 1900, 22nd November, 1905, 7th March, 10th September and 15th December, 1908, 7th March, 1910, and 8th October, 1911, shall cease to be applied from the date of the publication of the present Decree.

18. The Minister for Labour and Social Welfare is charged with the carrying out of the present Decree, which shall be inserted in the *Bulletin des Lois* and published in the Journal Officiel of the French Republic.

[SCHEDULE : Lists.]

### III. Germany

#### EMPIRE.

1. *Bekanntmachung, betr. Bestimmungen zur Ausführung des Gesetzes über den Absatz von Kalisalzen.* Nr. 4335. Vom 2 Februar 1914. (Reichs-Gesetzblatt 1914, Nr. 5, S. 14.)

**Notification with respect to provisions for the carrying out of the Act relating to the sale of potash.** No. 4335. (Dated 2nd February, 1914.)

In pursuance of §51 of the Act of 25th May, 1910\* relating to the sale of potash (Reichs-Gesetzblatt, p. 775), the Federal Council has decreed the following Supplement to the Regulations for the carrying out of the said Act, published on 5th April, 1911† (Reichs-Gesetzblatt, p. 107).

\* Extract E.B. V., p. 169.

† Extract E.B. VI., p. 101.

"The following regulation shall be added to Part II. 'Reduction of Shares' (to §§13 to 16)":—

12. The decision of the Allotment Board, relating to the reduction or non-reduction of the shares of any mine (§30, paragraph 2, of the Act) shall be posted up by the owner of a potash mine—for the information of the workers employed by him—within three days from the giving of such decision. The said notice shall not be taken down for a period of four weeks.

The decision shall clearly show whether the proofs (Nos. 5, 9 and 10) have been duly examined and for what reason a reduction of the shares of the mine has been granted or refused.

The decision shall draw attention to the right of appeal granted in pursuance of §32, paragraphs 2 and 3 of the Act."

2. *Bekanntmachung, betr. Uebergangsbestimmungen für die Neueichung von Förderwagen und Fördergefässen in fabrikmässigen Steinbrüchen usw.* Nr. 4350. Vom 12. März 1914. (Reichs-Gesetzblatt 1914, Nr. 14, S. 55.)

**Notification relating to the temporary provisions for the re-gauging of miners' trucks and corfs in quarrying undertakings, etc.** No. 4350. (Dated 12th March, 1914.)

The Imperial Commission for Standard Weights and Measures has issued the following regulations in pursuance of §19 of the Weights and Measures Order.

In regard to miners' trucks and corfs, used in quarrying undertakings, brickworks, stone-pits and mines worked above ground and in similar establishments to ascertain the amount of wages due (§6, paragraph 2, of the Weights and Measures Order) the allowance for deficiency shall equal, in so far as the articles are already in use in the particular undertakings, one-twentieth of their cubic contents, when regauging up to 31st December, 1914.

## IV. Portugal

1. *Lei no. 295, regulando o tempo de trabalho diário para os empregados no comércio.* 22 de Janeiro de 1915. (Diário do Governo I. Série, No. 16, p. 115.)

**Act No. 295 to regulate the working day of commercial employees.** (Dated 22nd January, 1915.)

1. The maximum working day for commercial employees shall be fixed at 10 hours, less the two hours stipulated for meals.

(1) The normal working day for employees in Credit Institutions, Exchange Offices and Offices shall not exceed seven hours.

(2) Should circumstances necessitate overtime work in the undertakings mentioned in the preceding paragraph, such work shall be specially remunerated at double the standard rate per hour.

(3) Contracts of work which, upon the publication of the present Act, provide for a smaller number of hours, shall be upheld and complied with.

2. All persons, without regard to age or sex, who work in undertakings where commercial transactions are carried on, shall be considered as commercial employees within the meaning of the present Act.

3. The present Act shall apply to the Portuguese mainland and to the neighbouring islands. The Communal Councils shall be charged with the drawing up of administrative regulations, so that the enforcement of the Act may be adapted to local conditions.

(1) The administrative regulations shall be drawn up and enforced within four months of the publication of the present Act. When drawing up these regulations, the Communal Councils shall consult the persons concerned, *i.e.*, in districts where there exist Employers' and Workers' Associations, representatives of such Associations; in districts where there are no such Associations, delegates chosen respectively by the employers and by the workers.

(2) The Communal Authorities shall have the power, upon a request accompanied by reasons from the persons concerned, to sanction overtime work for a maximum period of three hours per day and 104 hours per year.

4. All legal regulations which are contrary to the provisions of the present Act shall be annulled.

2. *Lei no. 296. regulando o tempo de trabalho diário nos estabelecimentos industriais.* 22 de Janeiro de 1915. (Diário do Governo I. Série, No. 16, p. 115.)

**Act No. 296 to regulate the working day in industrial undertakings.** (Dated 22nd January, 1915.)

1. The actual maximum working period in industrial undertakings or establishments shall not exceed 10 hours per day and 60 hours per week.

2. Night-work shall not exceed eight hours in the 24, nor 48 hours per week.

(1) All work carried on between the hours of 9 p.m. and 5 a.m. shall be regarded as night-work.

(2) The minimum salary or the minimum wage for night-work shall not be less than the remuneration for a 10-hour working day.

3. All undertakings or establishments comprised under (2) of §1 of the Decree of 24th June, 1911\*, in which more than five male or female workers are employed, shall be considered as industrial undertakings or establishments within the meaning of the present Act. The steamship and the fishing industries shall also be subject to the provisions of the present Act.

4. The actual maximum working period shall not exceed eight hours per day, nor 48 hours per week :—

(1) In workshops, establishments or departments which are directly under the supervision of the State or of an administrative authority ;

(2) In underground work in mining undertakings ;

(3) In establishments or workshops in which injurious or poisonous substances are produced or used.

5. Day-work as well as night-work shall always be interrupted by an interval of not less than one hour. An uninterrupted period of rest of not less than 24 hours shall be granted every week.

6. Any working period which a wage-earner spends in cleaning machinery, tools, workshops and workrooms shall be held to be comprised in the actual daily working period, within the meaning of the present Act.

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\* Text E.B. VI., p. 188.

7. Any contracts, industrial customs equivalent to agreements and arrangements, which fix a smaller number of working hours for either night or day work, and which exist or are valid upon the publication of the present Act, shall only be modified, in pursuance of the present Act, subject to the consent of both parties.

8. In continuous industries, or in cases where *force majeure* makes it impossible for the work to be interrupted, shifts shall be arranged, subject to the provision that no shift may work for a number of hours in excess of the number fixed in pursuance of the present Act.

9. In cases of *force majeure*, however, such as fire, flood, caving-in, explosion, serious accidents and similar occurrences, a prolongation of the working period may be sanctioned, subject to the payment of a corresponding extra remuneration, to be calculated at the rate of one-third in excess of the standard wages, and provided that notice is given immediately to the Labour Inspector.

(1) For every period of night-work falling between 9 p.m. and 5 a.m., the wage-earner shall receive an amount equal to a day's wage.

(2) The Labour Inspector shall fix the period within which such overtime work shall be sanctioned, taking into consideration the circumstances of the case. He shall also decide when the said overtime work shall terminate.

10. For certain industries, in which materials are worked up which are subject to rapid deterioration, or in which goods are produced which are only used during certain seasons of the year, as well as in urgent cases and in the event of special stress of work, overtime work for not more than three hours may be sanctioned, subject to the following conditions being observed :—

(i.) A previous permit in writing shall be obtained from the Labour Inspector.

(ii.) Such overtime shall be remunerated by the payment of half-a-day's wages.

(iii.) The maximum number of hours of overtime work to be sanctioned shall not exceed 104 in any one year.

11. The actual maximum working period for home-work, and for workshops in which not more than five male or female workers are employed, which are established on residential premises and in which no mechanical power is used, and only such hand machinery as is not dangerous, shall not exceed 10 hours per day, nor 60 hours per week.

12. In homework and in workshops mentioned in the preceding paragraph, overtime work not exceeding three hours may be permitted on three days per week, or at varying intervals, but on not more than 156 days in any one year.

Sole Sub-Section.—The overtime work per day shall in each case be remunerated by half-a-day's wages.

13. The actual maximum working day for wage-earners employed in hair-dressing and barbers' establishments shall not exceed 10 hours per day, with two hours interval for meals.

(1) In such industries, overtime work shall not exceed 6 hours per week, nor shall the total number of days on which overtime work may be permitted exceed 104 in any one year.

(2) Such work shall be remunerated by half-a-day's wages.

14. The Labour Inspectors shall superintend the carrying out of the present Act, which they shall enforce by recording all infringements, by imposing fines on offenders and, if need be, by lodging complaints with the Courts.

15. The following bodies shall be entitled to request the Labour Inspectors to intervene :—Judicial, Administrative, Police and Health Authorities, Labour Organisations, workers employed in the same industry, and employers of the same industry or locality.

16. Contraventions of the provisions of the present Act shall be liable to a fine of from 1—100\$, which, in the event of repeated infringements, shall be doubled ; the importance of the undertaking and the number of persons injured by the contravention shall be taken into consideration when a fine is imposed.

17. An appeal against the decision of the Labour Inspector may be lodged with the Judge of the district.

18. Employers shall forward to the Labour Inspectors, within three months from the date of the publication of the present Act, all time-tables in force in their undertakings. Any time-tables newly adopted after the said date shall in every case be sent to the Labour Inspector within eight days.

19. The Decrees of 14th April, 1891, relating to the employment of children above the age of 12 years, and of 24th June, 1911\*, relating to night-work for women, shall remain in force in so far as they are not amended by the present Act.

20. The employment of children under the age of 12 years shall be prohibited.

21. The Government shall have the power to regulate the working period for railway employees, subject to the provision that the said period shall not exceed 12 hours of actual work per day ; at the same time the periods of rest and the conditions for annual leave shall also be regulated in accordance with the general interests.

SOLE SUB-SECTION.—The necessary Order in this connection shall be issued within one year.

22. The Government shall issue the Orders and Instructions considered necessary for the administration of the present Act.

23. All provisions which are contrary to the present Act shall be annulled.

3. *Lei no. 297. modificando vários artigos de regulamento do trabalho dos menores e dos mulheres nos estabelecimentos industriais.* 22 de Janeiro de 1915. (Diário de Governo I Série, No. 16, p. 116.)

**Act No. 297 to amend various Sections of the Order relating to the employment of minors and women in industrial undertakings.** (Dated 22nd January, 1915.)

1. §§1, 2, 3, 14 and 27 of the Decree of 14th April, 1891, to regulate the employment of minors and women in industrial undertakings, shall be worded as follows :—

“§1. Minors and women, no matter of what nationality, shall only be employed in industrial establishments belonging to private persons, to the State or to Administrative Corporations, in Technical and Trade Schools or in Benevolent Institutions, as well as in connection with civil engineering works and in trades mentioned under §5, subject to the conditions stipulated in the present Decree.

“(1) Mines and quarries, arsenals and dockyards, factories, workshops and premises or places in which any kind of industrial work is carried on, shall be considered industrial undertakings within the meaning of the present Act. Small concerns, established in the residence

\* E.B. VI., p. 188.

of the master or worker, where no steam boilers or steam engines are used, or in which no dangerous work injurious to health is carried on, shall be excepted, provided that the work is done by the master or worker himself, or mainly with the assistance of his wife, his relations in the direct or collateral line to the third degree, or his wards.

"(2) All male persons under the age of 16 years and all unmarried female persons who have not completed the eighteenth year of their age shall be considered minors within the meaning of the present Decree.

"2. Subject to the provisions of the Sub-section of the present Section, minors, who have not completed the twelfth year of their age, shall not be employed in industrial establishments.

"SOLE SUB-SECTION.—The employment of minors who have completed the tenth year of their age shall, however, be permissible in industries to be designated by Order, provided that the said minors :

"(a) shall prove that they have obtained the elementary school-leaving certificate ;

"(b) shall prove that they are physically fit ;

"(c) shall be employed on light work sanctioned by the Labour Inspector upon the proposal of the Director or Manager of the factory in question.

"3. Until the completion of the twelfth year of their age, minors shall not be employed for more than six hours in 24 ; the working period shall in every case be interrupted by a period of rest of not less than 1½ hours, and no minor shall work for more than four consecutive hours.

"(1) Minors, who have completed the twelfth year of their age, shall not work for more than 10 hours in 24, nor for more than 60 hours per week. They shall not work for more than five consecutive hours and their working day shall be interrupted by one or more periods of rest, which shall coincide with and be of the same duration as the periods of rest for adults.

"(2) The time-tables in factories shall not come into force until they have been submitted to and sanctioned by the Labour Inspector ; the said time-tables shall be posted up in the work-rooms.

14. "The establishments referred to in the present Act shall be constantly maintained in a state of cleanliness and shall be thoroughly ventilated ; they shall satisfy the requirements of health and safety.

"SOLE SUB-SECTION.—In factories, workshops and other industrial undertakings which employ more than 50 workers, a mess-room, with an arrangement for preparing food, washing facilities, benches and tables, shall be provided.

"27. The competent police authority of the district or ward in which the minor is domiciled shall, upon request, supply the parents or guardians of the minor, free of charge, with a book in which the name, residence, and date and place of birth, of the minor shall be entered :

"(1) The said book shall only be issued to a minor who submits a certificate of age and a vaccination certificate. A minor who is a foreigner shall submit an attested birth-certificate. The above-mentioned certificate shall be free from stamp duty and shall be supplied without charge.

"(2) No minor shall be employed on industrial work unless the book referred to in the present Section shall be produced.

"(3) The said book shall be retained by the minor, or by the parents or guardians.

"(4) The owner, principal or manager of the workshop or industrial establishment shall enter in the book of every minor the date on which the minor started work in the said establishment, the day the engagement was terminated, as well as the industrial nature of the establishment.

"(5) The manager or principal of an industrial establishment shall keep a register in which the entries from the minors' books shall be legibly copied, without erasures or interlineations.

"(6) For every factory, rules of employment shall be drawn up, with detailed provisions respecting the regulation of the work, the maintenance of order and the hygienic conditions of the establishment; the workers shall be made acquainted with the said rules, a copy of which shall be submitted to the Labour Inspector. Penalties shall also be included in the rules, provided that no fine shall, in any circumstances, exceed half-a-day's wages per week, and that the amount received in fines shall be handed over, without deduction, to a Benefit Fund established for the workers employed in the undertaking, or to a local Mutual Benefit Fund designated in the rules."

2. All legal provisions contrary to the present Act shall be annulled.

## V. Switzerland

### CANTONS.

#### I. ZURICH (TOWN).

*Verordnung betr. die Vergebung von Arbeiten und Lieferungen für die Stadt Zürich.* (Submissionsordnung.) Vom 21. Februar 1914.

**Order relating to the giving out of contracts for work and supplies on behalf of the town of Zurich.** (Contracts Order.) (Dated 21st February, 1914.)

[EXTRACT.]

#### V.—LABOUR REGULATIONS.

24. Any person who accepts a contract for work or supplies shall observe the labour conditions for his particular trade commonly accepted in the town of Zurich, more especially those relating to working hours and wages.

Labour conditions which are included in collective labour contracts entered into by Employers' and Workers' Associations, shall, in the first place, be held to be commonly accepted.

25. The majority of the workers in every undertaking shall earn the normal daily wage. Exceptions shall be permitted in special cases (training workshops, public institutions, etc.) A supplementary wage of not less than 25 per cent. shall be paid for overtime work and of not less than 50 per cent. for night and Sunday work.

When contracts relating to work and supplies are assigned which provide for the giving out of homework, the contractor shall be compelled to pay the minimum wages, unless there exist collective contracts for the particular undertaking in question.

Wages shall be paid at least once every fortnight, but never on licensed premises.

## 2. SCHWYZ.

1. *Beschluss betr. Revision der Vollziehungsverordnung vom 29. November 1878 zum eidg. Fabrikgesetz.* Vom 28. Februar 1912. (Gesetzessammlung des Kantons Schwyz, VIII. Band, I. Heft, S. 5.)

**Decree relating to the revision of the Administrative Regulations of 29th November, 1878, for the carrying out of the Federal Factory Act.** (Dated 28th February, 1912.)

2. *Beschluss betr. Revision von §1, Abs. 1 und 2, lit. a, der Polizeiverordnung vom 12. Januar 1894 betr. die Sonn- und Feiertagsruhe.* Vom 28. Februar 1912. (Gesetzessammlung des Kantons Schwyz, VIII. Band, I. Heft, S. 6.)

**Decree relating to the revision of §1, paragraphs 1 and 2a, of the Police Order of 12th January, 1894, relating to Sunday and holiday rest.** Dated 28th February, 1912.

## 3. FRIBOURG.

*Arrêté du Conseil d'Etat, portant règlement du bureau cantonal de placement ou office du travail pour les hommes.* (Du 26 mars 1910.)

**Decree by the State Council respecting the regulation of the Cantonal Labour Exchange or Labour Office for men.** (Dated 26th March, 1910.)

## 4. BASLE TOWN.

1. *Beschluss des Regierungsrates über Ergänzung der Verordnung vom 15. Dezember 1906\* und 9. Februar 1910† betr. regelmässige Nachtarbeit von Lehrlingen.* Vom 14 Mai 1914. (Kantons Blatt Basel-Stadt 1914, I., Nr. 23, S. 143.)

**Decree of the State Council to supplement the Order of 15th December, 1906,\* and 9th February, 1910,† relating to regular night-work for apprentices.** (Dated 14th May, 1914.)

The State Council for the Canton of the Town of Basle decrees that the Order of 15th December, 1906,\* and 9th February, 1910,† shall be supplemented as follows:—

To paragraph 1 of §1 of the Order the following shall be added:

(g) Horticultural establishments (§10 bis).

The following new Section (§10 bis) shall be inserted between §10 and §11 of the Order:—

## §10 bis.

In horticultural undertakings, night-work for apprentices who have completed the fifteenth year of their age may be permitted during the months of April to September for half an hour in the morning, from 5.30 to 6, for the execution of work which, owing to the season of the year, the weather or *force majeure*, cannot be delayed.

The working period for apprentices who have completed the fifteenth year of their age shall in no circumstances exceed 10½ hours per day and 62 hours per week during the months of April to September, 10½ hours per day and 61½ hours per week during the months of October to March, and for

\* Text E.B. I., p. 566.

† Extract, E.B. VI., p. 219.



apprentices who have not yet completed the fifteenth year of their age, 10½ hours per day and 61½ hours per week.

Towards the middle of the working period apprentices shall be given an interval for rest of not less than one hour.

2. *Gesetz über Abänderung des Gesetzes betr. Errichtung einer staatlichen Arbeitslosenkasse und betr. Unterstützung privater Arbeitslosenkassen vom 16. Dezember 1909. Vom 28. Mai 1914. (Kantons-Blatt Basel-Stadt 1914, I. Nr. 43, S. 295.)*

**Act to amend the Act of 16th December, 1909,\* relating to the establishment of a State Unemployment Fund and to the subsidising of private Unemployment Funds. (Dated 28th May, 1914.)**

Upon the request of the State Council, the Grand Council for the Canton of the Town of Basle has decreed the following amendments to the Act of 16th December, 1909, relating to the creation of a State Unemployment Fund and to the subsidising of private Unemployment Funds.

Section 5 hitherto in force shall be replaced by the following provision :

5. The Fund shall be administered (§6) under the direction of the Administrative Board (§7), by the Public Labour Bureau.

The Fund shall be under the supervision of the Department of the Interior and the supreme control of the State Council.

Section 19 hitherto in force shall be replaced by the following provision :

19. In order to cover the necessary contributions to the Unemployment Fund (§9, paragraph 2) an adequate annual credit, to be included in the Budget, shall be granted to the State Council.

In §28 the following new paragraph (now 3) shall be inserted between paragraphs 2 and 3 (now 4) :

In the case of Funds which do not collect from their members special contributions for unemployment insurance, and which cannot, therefore, be granted a part of the State subvention in pursuance of §27, the State subvention shall, according to the circumstances of the Fund, be fixed at from 30 to 65 per cent. of the sums paid out in benefit allowances.

The State Council shall have the power to stipulate that a certain part of this State subvention shall be devoted to the accumulation of a reserve fund within the meaning of §27 of the present Act. §31 shall be annulled.

3. *Verordnung betr. den Arbeiterschutz und die Unfallverhütung bei Bauten Vom 27 Juni 1914. (Kantons-Blatt Basel-Stadt 1914, II., Nr. 2, S. 7.)*

**Order relating to the protection of the workers and the prevention of accidents in building operations. (Dated 27th June, 1914.)**

[EXTRACT.]

*Work in Compressed Air.*

13. Admission to work in compressed air shall depend on the result of a thorough medical examination.

A system of regular supervision shall be instituted at the workplace.

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\* Text E.B. V., p. 155.

14. Before starting operations, the contractor shall present an exact statement of the organisation and arrangement of the same and, in particular, respecting the time taken in locking-in and unlocking and the distribution of shifts ; the arrangements shall correspond to the present position of technical and hygienic knowledge.

15. Every workman shall be thoroughly instructed in the processes of locking-in and unlocking, and his attention shall be drawn to the danger involved in failure to observe the regulations.

There shall be established near the workplace a temporary building where the workmen may remain after leaving the caisson. This building shall always be well ventilated ; it shall be capable of being heated and provided with couches and suitable appliances for the treatment of the sick.

It shall not be used for storing building materials and tools.

16. A register shall be kept on the works, containing the names of persons who have been subjected to medical examination or treatment, together with a statement of the results of such examination or treatment.

#### *Colours containing Lead.*

73. The use of colours containing lead in any decorating and painting work shall be avoided as far as possible. The cleaning with pumice stone and rubbing down of objects painted with poisonous colours shall only be carried out if the said objects have been previously moistened. Sufficient ventilation shall also be provided if such work is carried on in closed rooms. All vessels containing poisonous, and especially lead, colours shall be distinctly marked.

The employer shall at regular intervals supply workers engaged in handling such paints with soft soap, nail-brushes and towels. Washing facilities shall be provided on the workplace.

The workmen shall be compelled to wash their faces and hands before taking meals and before leaving the workplace. Working clothes shall be removed before taking a meal.

While work is being carried on with colours containing lead, the workmen shall be prohibited from taking food or drink, from smoking, taking snuff or chewing tobacco.

# War Measures in regard to Labour Legislation

## I. Germany

### EMPIRE.

1. *Bekanntmachung über eine Aenderung des Gesetzes, betr. Höchstpreise, vom 4. August 1914 (R.G.Bl., S. 339), und der Bekanntmachung über Höchstpreise vom 28. Oktober 1914 (R.G.Bl., S. 458).* Vom 17. Dezember 1914 (R.G.Bl., S. 513).

Notification to amend the Act of 4th August, 1914 (R.G.Bl., p. 339), relating to maximum prices, and the Notification of 28th October, 1914, relating to maximum prices. Dated 17th December, 1914.

2. *Bekanntmachung über Aenderung des Gesetzes, betr. Höchstpreise, vom 4. August 1914 (R.G.Bl., S. 339), in der Fassung der Bekanntmachung vom 17. Dezember 1914 (R.G.Bl., S. 516).* Vom 21. Januar 1915 (R.G.Bl., S. 25).

Notification to amend the Act of 4th August, relating to maximum prices, as amended by the Notification of 17th December, 1914. Dated 21st January, 1915.

3. *Bekanntmachung über Krankenversicherung und Wochenhilfe während des Krieges.* Vom 28. Januar 1915 (R.G.Bl., S. 49).

Notification relating to sickness insurance and maternity benefit during the war. Dated 28th January, 1915.

The Federal Council has issued the following Order, in pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 327), relating to the power conferred on the Federal Council to issue economic measures, etc.

### I.

1. The provision of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 334), relating to the upholding of rights arising from sickness insurance, shall also apply to those persons who, though entitled to continue in insurance in pursuance of §313 of the Imperial Insurance Code, had not, at the time they entered the military, sanitary or similar service under the Empire or the Austro-Hungarian Monarchy, made use of the said right.

The fund shall have the right to cause persons designated under paragraph 1 who apply for admission, to be medically examined. An illness from which a person is already suffering upon readmission to sickness insurance shall not entitle the said person to any benefit in regard to that illness.

2. Home-workers, within the meaning of the Statutory Regulations which have been or may be issued, in pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 334), for ensuring the solvency of sick funds, shall include persons who work under similar conditions as home-workers (§162 of the Imperial Insurance Code), but who do not work on behalf of other industrial employers, but on behalf and for account of the Empire, a Federal State, a union of communes, a commune, any other public associations or public bodies, or a benevolent institution, such as the Red Cross, the National Women's Union, etc.

3. While the Act of 4th August, 1914 (R.G.Bl., p. 337), for ensuring the solvency of sick funds is in force, the equivalent value of the benefits shall not be fixed for existing sick funds (§§259 and following, of the Imperial Insurance Code).

## II.

4. The following persons shall, during the present war, be entitled to maternity benefit, in pursuance of §§1 and 3 of the Notification of 3rd December, 1914 (R.G.Bl., p. 492), namely, women whose husbands—

(i.) are, or have been, up to the day of the commencement of hostilities or longer, paid members of the crews of German sea-going vessels, but who are not insured against sickness in accordance with §165, par. 1, No. 7 of the Imperial Insurance Code ;

(ii.) Do not receive an annual remuneration for their services exceeding 2,500 marks ; and

(iii.) satisfy the requirements of §1, No. 1, of the Notification referred to.

5. Applications for the granting of such maternity benefit shall be addressed—

to a local, rural, establishment, guild, miners' or substitute sick fund, if the woman is insured with such a fund ;

in all other cases, to the general local sick fund or, where there is no such fund, to the rural sick fund in whose district the woman concerned is domiciled.

The said fund shall forward the application without delay, together with an expression of opinion, to the managing committee of the Marine Trade Association in Hamburg, which shall be liable for the maternity benefit.

This managing committee shall have the right to charge the fund with the payment of the maternity benefit and with the carrying out of other necessary measures connected therewith, in return for a remuneration of two marks for every case of such maternity benefit.

Should the sick fund of which the woman is a member already grant, in virtue of its Statutes, free treatment by a midwife or a doctor, as well as the remedies necessary for the actual confinement, or in the event of pregnancy troubles, then the above-mentioned benefits shall replace the grant in cash in pursuance of §3, Nos. 1 and 3, of the Notification of 3rd December, 1914. In the event of the application being passed on, the board of management of the fund shall, without delay, correspondingly advise the board of management of the Marine Trade Association. Otherwise the maternity benefit shall be paid in cash.

The provisions of §§5 to 7 of the Notification of 3rd December, 1914, shall apply correspondingly. The amounts paid out shall always be notified to the insurance office of the fund (par. 1). In the event of any complaint, the Marine Trade Association shall participate in the proceedings.

6. The Marine Trade Association shall grant the maternity benefit as stipulated in §3 of the Notification of 3rd December, 1914, out of its own funds, to women who are themselves, or who have been up to the day of the commencement of hostilities or longer, paid members of the crews of German sea-going vessels, but who are not insured against sickness in accordance with §165, part No. 7, of the Imperial Insurance Code, should the said women not have any claim on the same in pursuance of §4 of the present Order. Section 7 of the Notification of 3rd December, 1914, shall apply correspondingly.

### III.

7. The duration of an exemption from insurance, in pursuance of §§418 and 435 of the Imperial Insurance Code, shall be considered as equal to the duration of insurance within the meaning of §1, No. 2, and of §8 of the Notification of 3rd December, 1914.

Section 2 of the Notification designated in paragraph 1, shall apply to the payment of maternity benefit, subject to the provision that, where the husband of the woman was exempted from insurance in pursuance of §418 or §435 of the Imperial Insurance Code, and the woman is not herself a member of any sick fund, the maternity benefit shall be paid by the fund to which the husband would have belonged had he not been exempted.

Should the woman also be herself exempted in pursuance of §418, or of §435, of the Imperial Insurance Code, the employer shall pay over to the fund the maternity benefit he would have had to pay in accordance with the Imperial Insurance Code.

8. The employer shall, during the further continuance of the present war, pay the benefits designated in §3, Nos. 1, 3 and 4 of the Notification of 3rd December, 1914, out of his own means to women who are themselves exempt from insurance, in pursuance of §418 or of §435 of the Imperial Insurance Order, and who are entitled to maternity benefit in pursuance of §§195, 419, paragraph 2, and 435 of the Imperial Insurance Order, but not in pursuance of §1 of the Notification of 3rd December, 1914. Section 422 of the Imperial Insurance Order shall apply accordingly.

### IV.

9. The provisions of §197 of the Imperial Insurance Code respecting the refunding of the maternity allowance shall also apply to all other maternity benefits which the funds and the employers may be compelled to grant out of their own means in pursuance of the present Notification, and of the Notification of 3rd December, 1914.

10. Women who come under the designation contained in §1 of the Notification of 3rd December, 1914, and in §§4 and 7 of the present Notification, who were confined before the date upon which their husbands entered a military, sanitary or similar service, shall from the date of such entry receive the maternity allowance for eight weeks and the nursing allowance for 12 weeks, in both cases, however, less the period which elapsed between the day of the confinement and the date of such entry.

## V.

11. The present provisions shall come into force on the day of their publication, namely, those of §1 commence on 4th August, 1914, those of §§4 to 10 on 3rd December, 1914.

The Federal Council reserves to itself the right to fix the date for the annulment of the foregoing provisions.

- 4** *Bekanntmachung einer Aenderung der Bekanntmachung über die Regelung des Verkehrs mit Brotgetreide und Mehl vom 25. Januar 1915 (R.G.Bl., S. 35). Vom 6. Februar 1915 (R.G.Bl., S. 65).*

Notification of an amendment to the Notification of 25th January, 1915, relating to the regulation of the sale of bread-cereals and of flour. Dated 6th February, 1915.

- 5** *Bekanntmachung über die Höchstpreise für Speisekartoffeln. Vom 15. Februar 1915 (R.G.Bl., S. 95).*

Notification relating to maximum prices for edible potatoes. Dated 15th February, 1915.

- 6** *Bekanntmachung betr. Einschränkung der Malzverwendung in den Bierbrauereien. Vom 15. Februar 1915 (R.G.Bl., S. 97).*

Notification relating to the restriction in the consumption of malt in breweries. Dated 15th February, 1915.

- 7** *Bekanntmachung betr. das Verbot der Verwendung von Mehl jeder Art zur Herstellung von Seife. Vom 18. Februar 1915 (R.G.Bl., S. 99).*

Notification relating to the prohibition of the use of any kind of flour in the manufacture of soap. Dated 18th February, 1915.

- 8** *Bekanntmachung wegen Aenderung der Bekanntmachung über das Ausmahlen von Brotgetreide, vom 5. Januar 1915 (R.G.Bl., S. 3). Vom 18. Februar 1915 (R.G.Bl., S. 100).*

Notification to amend the Notification respecting the grinding-out of bread-cereals, of 5th January, 1915. Dated 18th February, 1915.

- 9** *Bekanntmachung wegen Aenderung der Bekanntmachung über die Bereitung von Backware, vom 5. Januar 1915 (R.G.Bl., S. 8). Vom 18. Februar 1915 (R.G.Bl., S. 100).*

Notification to amend the Notification of 5th January, 1915, respecting the manufacture of bread and cakes. Dated 18th February, 1915.

- 10** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Sicherstellung vom Fleischvorräten, vom 25. Januar 1915 (R.G.Bl., S. 45). Vom 25. Februar 1915 (R.G.Bl., S. 109).*

Notification to amend the Notification of 25th January, 1915, respecting the safeguarding of the meat supply. Dated 25th February, 1915.

- 11** *Bekanntmachung über die Höchstpreise für Futterkartoffeln und Erzeugnisse der Kartoffeltrocknerei sowie der Kartoffelstärkefabrikation.* Vom 25. Februar 1915 (R.G.Bl., S. 116).

Notification relating to maximum prices for potatoes used as fodder and for the products of potato-drying establishments and of the manufacture of potato-starch. Dated 25th February, 1915.

- 12** *Bekanntmachung über die Regelung des Absatzes von Erzeugnissen der Kartoffeltrocknerei und Kartoffelstärkefabrikation.* Vom 25. Februar 1915 (R.G.Bl., S. 118).

Notification relating to the regulation of the sale of the products of potato-drying establishments and of the manufacture of potato-starch. Dated 25th February, 1915.

[All the products of potato-drying establishments to be handed over to the Dried Potato Utilisation Co., Ltd. ("Trockenkartoffel-Verwertungs-Gesellschaft m.b.H.").]

- 13** *Bekanntmachung über Erhebungen der Vorräte von Kartoffeln.* Vom 4. März 1915 (R.G.Bl., S. 127).

Notification relating to inquiries concerning existing stocks of potatoes. Dated 4th March, 1915.

- 14** *Bekanntmachung über die Beschäftigung von Gefangenen mit Aussenarbeit.* Vom 4. März 1915 (R.G.Bl., S. 130).

Notification relating to the employment of prisoners on outdoor work. Dated 4th March, 1915.

The Federal Council has issued the following Order in pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 327), relating to the power conferred on the Federal Council to issue economic measures, etc.

(1) During the continuance of the present war, persons condemned to imprisonment may be employed outside the prison buildings.

(2) The Order shall come into force on the day of its publication. It shall also apply to persons who were condemned to imprisonment before it came into force.

- 15** *Bekanntmachung über die Vernahme vom Zwischenzählungen der Schweine am 15. März und 15. April 1915.* Vom 4. März 1915 (R.G.Bl., S. 132).

Notification relating to the intermediate inquiries into the stocks of pigs, undertaken on 15th March and 15th April, 1915. Dated 4th March, 1915.

- 16** *Bekanntmachung über die Regelung des Verkehrs mit Gerste.* Vom 9. März 1915 (R.G.Bl., S. 139).

Notification relating to the regulation of the trade in barley. Dated 9th March 1915.

[Existing stocks of barley to be requisitioned on behalf of the Empire represented by the Central Office of the army supply requisitioning department ("Zentralstelle zur Beschaffung der Heeresverpflegung") in Berlin.]

- 17** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Höchstpreise für Roggen, Gerst und Weizen, vom 19. Dezember 1914 (R.G.Bl., S. 528).* Vom 9. März 1915 (R.G.Bl., S. 145).

Notification to amend the Notification of 19th March, 1915 (R.G.Bl., p. 528), concerning the maximum prices for barley, rye and wheat. Dated 9th March, 1915.

- 18** *Bekanntmachung betr. Ausführung der Verordnung vom 25. Januar 1915 über die Regelung des Verkehrs mit Brotgetreide und Mehl.* Vom 9. März 1915.

Notification respecting the carrying out of the Order of 25th January, 1915, relating to the regulation of the trade in bread, cereals and flour. Dated 9th March, 1915.

- 19** *Bekanntmachung betr. Anrechnung militärischer Dienstleistungen in der Angestelltenversicherung.* Vom 18. März 1915 (R.G.Bl., S. 181).

Notification relating to the taking into account of periods of military service in respect of insurance for employees. Dated 18th March, 1915.

[The provisions of §51, Nos. 1 and 2, and §54, paragraph 1, of the Employees' Insurance Act, of 20th December, 1911, relating to periods of military service, shall apply correspondingly during the present war, to periods of military duty served with the Austro-Hungarian Forces.]

- 20** *Verordnung betr. die Unterstützung der Familien von Mannschaften des Beurlaubtenstandes und des Landsturms, die bei einer Schutztruppe in den Dienst getreten sind.* Vom 19. März 1915 (R.G.Bl., S. 187).

Order relating to the assistance to be granted to the families of men of the Reserves or the Landsturm who have joined a Defence Corps. Dated 19th March, 1915.

[Maximum monthly allowance to be granted as a general rule :—30 marks to the wife, 15 marks to every other person entitled to assistance. To be increased in special cases to 50 and 20 marks.]

- 21** *Verfügung des Reichskanzlers zur Ausführung der Kaiserlichen Verordnung betreffend die Unterstützung der Familien von Mannschaften des Beurlaubtenstandes und des Landsturms, die bei einer Schutztruppe in den Dienst getreten sind, vom 19. März 1915.* Vom 23. März 1915 (R.G.Bl., S. 191).

Decree of the Imperial Chancellor for the administration of the Imperial Order of 19th March, 1915, relating to assistance to be granted to the families of men of the Reserves and of the Landsturm who have joined one of the Defence Corps. Dated 23rd March, 1915.

- 22** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Höchstpreise für Roggen, Gerste und Weizen, vom 19. Dezember 1914 (R.G.Bl., S. 528).* Vom 26. März 1915 (R.G.Bl., S. 184).

Notification to amend the Notification of 19th December, 1914, relating to maximum prices for rye, barley and wheat. Dated 26th March, 1915.



- 23** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Höchstpreise für Speisekartoffeln, vom 15. Februar 1915 (R.G.Bl., S. 95). Vom 31. März 1915 (R.G.Bl., S. 202).*

Notification to amend the Notification of 15th February, 1915, relating to maximum prices for edible potatoes. Dated 31st March, 1915.

- 24** *Bekanntmachung einer Aenderung der Bekanntmachung über die Bereitung von Backware, vom 5. Januar 1915 (R.G.Bl., S. 8). Vom 31. März 1915 (R.G.Bl., S. 203).*

Notification of an amendment to the Notification of 5th January, 1915, relating to the manufacture of bread and cakes. Dated 31st March, 1915.

#### PART I.

The following amendments are introduced in the Notification of 5th January, 1915 (R.G.Bl., p. 8), relating to the manufacture of bread and cakes :—

3. Paragraph 2 of §9 shall be worded as follows :

“The Higher Administrative Authorities shall have power, in cases of urgent economic necessity, to vary, for their district or for individual places, the time for the commencement and the termination of the twelve hours, to which the present prohibition applies, provided such work shall only commence before 6 a.m. where agricultural conditions prevail; they shall have the power to sanction exemptions in cases of emergency or in the public interest, more especially to satisfy any sudden requirements of the Military or Naval Administrations.”

- 25** *Bekanntmachung der Fassung der Bekanntmachung über die Bereitung von Backware. Vom 31. März 1915 (R.G.Bl., S. 204).*

Notification of the text of the Notification relating to the manufacture of bread and cakes. Dated 31st March, 1915.

- 26** *Bekanntmachung über die Sicherung der Ackerbestellung. Vom 31. März 1915 (R.G.Bl., S. 210).*

Notification relating to steps to be taken for ensuring the adequate cultivation of the land. Dated 31st March, 1915.

[Unused land to be transferred to communal groups.]

7. Persons who, owing to the invasion of enemy troops, have relinquished their former agricultural occupation, shall have the right to terminate, by giving five days' notice, any contracts entered into after 31st July, 1914, which bind them to work outside the district of their former occupation, in order to enable them to return to the latter. Such notice shall be given within three weeks; this period shall commence on the date of the publication of the Order. Should the return be subject to an official permit, the said period shall commence on the day on which the necessary permit was communicated to the refugee.

The Central Authority of the State shall stipulate to which districts the present provision shall apply.

- 27** *Bekanntmachung über die Regelung des Verkehrs mit Kartoffeln. Vom 12. April, 1915 (R.G.Bl., S. 217).*

Notification respecting the regulation of the trade in potatoes. Dated 12th April, 1915.

The Federal Council has issued the following Order in pursuance of §3 of the Act of 4th August 1914 (R.G.Bl., p. 327), relating to the power to be conferred on the Federal Council to issue economic measures, etc. :

1. An Administrative Board, to be known as the Imperial Office for regulating the potato supply ("Reichsstelle für Kartoffelversorgung") shall be established, which shall be subject to the Imperial Chancellor (Imperial Department for the Interior). It shall consist of an Imperial Commissioner as chairman and of at least two members. It shall be assisted by an Advisory Council, composed of six agricultural representatives and of a total of six representatives of the towns, of commerce and of the consumers. The Imperial Chancellor shall appoint the Imperial Commissioner and the members of the Imperial Office and of the Advisory Council ; he shall issue more detailed regulations.

2. The Imperial Office for regulating the potato supply shall regulate the distribution of the stocks of potatoes required for feeding the population in the territory of the Empire. For this purpose, the said Office shall be assisted by the unions of communes. The requirements of the less wealthy sections of the population shall be given prior consideration.

3. In so far as the supplies of potatoes necessary for feeding the population are not to be found in a district, the unions of communes shall notify any shortage, which cannot be covered by purchases out of hand, to the Imperial Office for regulating the potato supply, together with a detailed statement of the reasons for the extent of such shortage. The Imperial Chancellor shall have the power to draw up principles on which the calculation of shortages is to be based.

The Imperial Office shall decide whether and in how far the notifications made by the unions of communes shall be considered.

4. The unions of communes shall comply with any requests made by the Imperial Office. In particular, the Imperial Office shall have the power to decide what quantities of potatoes shall be given up by one union of communes, either to the Imperial Office or to other unions of communes. In such a case, the cost price of the potatoes shall be refunded to the union of communes, in so far as they were the property of the union.

The Imperial Chancellor shall have the right to draw up principles for compulsory surrender.

5. Unions of communes, compelled to surrender potatoes in pursuance of the above, shall secure the stocks which they are not able to purchase out of hand. The Imperial Office shall also be authorised to secure stocks of potatoes.

Such stocks shall be secured in pursuance of §§2 and 4 of the Act of 4th August, 1914, relating to maximum prices, within the meaning of the Notification of 17th December, 1914 (R.G.Bl., p. 516), subject to the following provisions :—

In the case of agricultural owners, the Order (§2, par. 1, 2nd sentence, of the Act relating to maximum prices) shall not apply to supplies which are indispensable for the carrying on of the undertaking. The Imperial Chancellor shall have the power to draw up principles on which to decide what quantities are to be considered as indispensable for the carrying on of the undertaking.

The owner shall be bound to safeguard the supplies and to undertake the operations necessary for their conservation until the purchaser takes them over ; the owner shall be duly compensated for this to an amount to be fixed by the Imperial Office.

Sections 2 and 4 of the Act relating to maximum prices shall also apply to owners of potatoes, in so far as maximum prices have not been fixed. In respect of this the cost prices shall replace the maximum prices. The provisions contained in §6, Nos. 3, 4 and 5 of the Act relating to maximum prices, shall also apply to such cases.

When securing the supplies recourse may not be had to stocks held by the Empire, a Federal State or Alsace Lorraine, and more especially not to those in the possession of a Military or Naval Administration, or a union of communes, or the Dried Potato Utilisation Co. ("Trockenkartoffel-Verwertungsgesellschaft m.b.H.") in Berlin, or the Central Purchasing Society, Ltd. ("Zentraleinkaufs-Gesellschaft m.b.H.") in Berlin.

No recourse shall be had to supplies which are indispensable for the carrying out of contracts, provided that the said contracts are proved to have been entered into prior to the coming into force of the present Order, and that the terms and conditions of such contracts shall have been notified by one of the parties before and including 26th April, 1915, to that union of communes within whose district the potatoes to be surrendered are stored. The union of communes shall transmit such communication to the Imperial Office up to and including 5th May, 1915. Recourse to such supplies shall be permitted should the Imperial Office sanction or demand it.

6. The Imperial Office, or any person designated by that Office, shall have the right to intervene as purchaser in any supply contracts valid at the time of the coming into force of the present Order. Sections 505 to 508 and §512 of the Civil Code shall apply correspondingly to such intervention. The party entitled to intervene shall not be permitted to deliver the declaration of intervention after 31st May, 1915, inclusive, or, should the existence of the contract only become known to the Imperial Office after 17th May, 1915, not later than two weeks after the existence of the contract has become known; he shall without delay notify the claimant in regard to the contract that such intervention has taken place.

7. The unions of communes shall take delivery of the stocks assigned to them at the place of shipment. The Imperial Office shall issue more detailed provisions.

8. The Higher Administrative Authority of the place where the stocks are stored shall decide all disputes arising out of the securing (§§5 and 10) of the said stocks; the Higher Administrative Authority of the place of shipment shall decide disputes resulting from the surrender of stocks by one union of communes to another (§4).

9. The unions of communes shall take the necessary steps for supplying the poorer sections of the population with potatoes. They shall have the right to transfer to the communes the obligation to see that the population of their districts is adequately supplied. Communes in which according to the last census the population exceeds 10,000, may demand the said transfer.

10. More especially, unions of communes, or those communes to which the duty to supply has been transferred, may, for this purpose, secure the necessary stocks (§5); they may also—

- (i.) undertake the distribution to retailers and consumers;
- (ii.) limit the surrender and taking over of potatoes to certain places of delivery, times and quantities;
- (iii.) prohibit or limit the surrender of potatoes from the district of the union of communes, in so far as no Order by the Imperial Office is concerned.

Measures adopted in pursuance of Nos. ii. and iii. shall not be extended to stocks to which recourse may not be had in pursuance of §5, paragraphs 6 and 7.

11. The Central Authorities of the State, or the Higher Administrative Authorities designated by them, may prescribe the method of regulation (§§9 and 10).

12. The unions of communes, or those communes to whom the duty of seeing to the supply has been transferred, shall fix the prices for the potatoes which they surrender, in accordance with the principles drawn up by the Imperial Office. Any surplus shall be applied to the feeding of the population.

13. The unions of communes, or those communes to whom the duty of seeing to the supply has been transferred, shall have the right to requisition, within their districts, storage places for storing the stocks. The Higher Administrative Authority shall definitely fix the remuneration to be paid.

14. The Central Authorities of the State shall have the power to draw up regulations concerning the procedure for the issue of Orders. The said regulations may deviate from the laws of the State.

15. The Higher Administrative Authority shall finally decide any disputes which may arise in connection with the regulation of the supply (§§9 to 13).

16. The Central Authority of the State shall decide what bodies are to be considered as Higher Administrative Authorities, competent authorities or unions of communes within the meaning of the present Order.

17. The Central Authorities of the State shall issue the necessary administrative regulations.

18. The Imperial Chancellor shall have the right to grant exemptions.

19. Any person who contravenes the Orders issued, for the carrying into effect of these measures, by a union of communes or by a commune to whom the duty of seeing to the supply has been transferred (§§9, 10, 12, 13) shall be liable to imprisonment for a period not exceeding six months, or to a fine not exceeding 1,500 marks. The same penalties shall be imposed on any person who contravenes the administrative regulations issued by the Central Authority of a State.

20. The provisions of the present Order shall not apply to potatoes imported from foreign countries after 15th April, 1915.

21. The present Order shall come into force on the day of its publication. The Imperial Chancellor shall fix the date on which the said Order shall be annulled.

**28** *Bekanntmachung über Ausnahmen vom den Höchstpreisen für Speisekartoffeln.* Vom 15. April 1915 (R.G.Bl., S. 226).

Notification relating to exemptions in respect to maximum prices for edible potatoes. Dated 15th April, 1915.

**29** *Bekanntmachung über Reis.* Vom 22. April 1915 (R.G.Bl., S. 237). Notification relating to rice. Dated 22nd April, 1915.

[Quantities of more than two quintals (approx. 441 lbs.) to be notified to the Central Purchasing Society, Ltd. ("Zentral-Einkaufs-Gesellschaft m.b.H."), in Berlin, the latter to have the right to compel the owner to sell; method of fixing of maximum prices for the purpose.]

- 30** *Bekanntmachung über die Vornahme einer Erhebung der Vorräte vom Getreide und Mehl am 9. Mai 1915.* Vom 22. April 1915 (R.G.Bl., S. 241).

Notification relating to an inquiry into the existing stocks of cereals and flour, to be undertaken on 9th May, 1915. Dated 22nd April, 1915.

- 31** *Bekanntmachung betr. Ausdehnung der Wochenhilfe während des Krieges.* Vom 23. April, 1915 (R.G.Bl., S. 257).

Notification relating to the extension of maternity benefit during the war. Dated 23rd April, 1915.

In pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 327), relating to the power conferred on the Federal Council to draw up economic measures, etc., the Federal Council has issued the following Order:—

#### I.

1. Women who are not already entitled to maternity benefit out of State funds, in pursuance of the Notifications of 3rd December, 1914 (Reichs-Gesetzbl. p. 492) and of 28th January, 1915 (Reichs-Gesetzbl. p. 49), shall be granted such benefit, during the present war, provided:

(i.) that during the war their husbands shall render to the Empire war, sanitary or similar services, or be prevented by death, injury, sickness or imprisonment from continuing to render such services or from resuming a paid occupation, and

(ii.) that they are of small means within the meaning of §2.

2. Women shall be considered of small means if they are in receipt of assistance in pursuance of the Act of 28th February, 1888, as amended by the Act of 4th August, 1914 (R.G.Bl. 1888, p. 59, 1914, p. 332).

In so far as the facts do not justify the assumption that assistance is not required, women shall, further, be considered of small means if—

(i.) during the year or tax assessment year preceding the entry into the service, the combined incomes of the woman and her husband did not exceed 2,500 marks;

(ii.) the income remaining to the woman after her husband has entered one of the services does not exceed 1,500 marks in regard to herself, nor 250 marks in regard to every living child under the age of 15 years.

3. The maternity benefit as stipulated in §1 shall also be granted in respect of the illegitimate child of a participator in the war, provided that the said child is in receipt of assistance in pursuance of §2, paragraph 1 (c), of the Act of 28th February, 1888, as amended by the Act of 4th August, 1914 (R.G.Bl. 1888, p. 59, 1914, p. 332).

4. Maternity benefit shall consist of:

(i.) a cash payment of 25 marks to cover the expenses of the confinement;

(ii.) a weekly allowance of 1 mark per day, including Sundays and holidays, for a period of eight weeks, not less than six of which shall fall after the actual confinement;

(iii.) a sum of 10 marks for the services of a midwife or for medical attendance, should such be necessitated by pregnancy troubles;

(iv.) in the case of women who nurse their infants, a nursing allowance of  $\frac{1}{2}$  mark per day, including Sundays and holidays, for a period of 12 weeks after the actual confinement.

5. §§118, 119 and 223 of the Imperial Insurance Code shall apply correspondingly to the payment of maternity benefit.

6. Should a woman be a member of a sick fund (local, rural, establishment, miners' or substitute sick fund), the application for maternity benefit, in pursuance of §1 or §3, shall be submitted to that fund ; should she be exempt from insurance, in pursuance of §418 or §435 of the Imperial Insurance Order, it shall be submitted to the woman's employer.

Should a woman be a member of the crew of a German sea-going vessel, the application shall be submitted to the Marine Trade Association in Hamburg.

7. The sick fund, Marine Trade Association or employer shall immediately transmit the application to that committee of the benefit society ("Lieferungsverband") (§6 of the Act of 28th February, 1888), within whose district the woman ordinarily resides.

They shall, at the same time, state whether they are liable in respect to a claim for maternity benefit on the part of the woman, in pursuance of §8 of the Notification of 3rd December, 1914 (R.G.Bl., p. 492), or of §6 or §8 of the Notification of 28th January, 1915 (R.G.Bl., p. 49).

8. Whatever body is liable to pay maternity benefit, in pursuance of these provisions (§7, paragraph 2), may personally submit the application, should the woman not comply within two weeks with the request, communicated to her by the liable party, to submit the said application herself.

9. In all cases other than those designated in §6 the application shall be addressed direct to the committee of the benefit society.

The application must clearly state that the woman belongs to no sick fund (§6, par. 1) and, should she be employed as a domestic servant or as an agricultural worker, also that she is not exempted from insurance in pursuance of §418 or §435.

10. In this case also, §6, paragraph 2, and §8 of the Act of 28th February, 1888, shall apply in regard to the committee ; the chairman alone, however, shall decide whether the woman or the child (§3) is already in receipt of assistance in pursuance of the said Act.

Upon request, the Board of Assessment shall supply the committee with particulars concerning the circumstances of the woman and of her husband.

11. The committee or the chairman of the committee (§10, paragraph 1) shall give the final decision in writing ; should the application be rejected, the reasons for the rejection shall be stated.

Where the application had to be made through the sick fund, a copy of the decision shall be sent to the fund or transmitted to the woman through the fund. The same shall apply correspondingly to employers and the Marine Trade Association.

12. Any body liable to pay maternity benefit, in pursuance of the provisions contained in §7, paragraph 2, shall continue to pay the same, even when an application is made.

Should the above-mentioned benefits fall below the amounts stipulated in §4, the party liable shall increase them correspondingly.

Section 4 of the Notification of 3rd December, 1914, shall apply correspondingly, as well as §210 of the Imperial Insurance Code.

13. The maternity benefit shall, moreover, be paid by that office which is liable for the payment of assistance in pursuance of the Act of 28th February, 1888. The payment of the maternity benefit may be combined with the payment of assistance where this is granted ; in all other cases it shall be paid at the end of every week.

14. The benefit societies shall refund to the sick funds, the employers and the Marine Trade Association any outlay in regard to maternity benefit which the latter, after the coming into force of the present Notification, have to pay, in pursuance of §12, to the persons entitled thereto; in regard to the weekly payment, however, they shall refund only the amount by which it is in excess of the sum fixed by the rules.

In respect of the cash benefits, in pursuance of §12, paragraph 3, 25 marks shall in each case be paid in one single sum to cover the expenses for the actual confinement (§4, No. 1) and 10 marks as a supplementary grant for midwife's services, or for medical attendance, in the event of pregnancy troubles (§4, No. 3).

15. Upon request, the communal authorities shall assist the committees of the benefit societies with the supervision entailed by the granting of nursing allowances.

## II.

16. With respect to cases of confinement occurring during the war, in regard to which maternity benefit is not granted out of State funds, or only partially granted, because the present Notification or the Notifications of 3rd December, 1914, or 28th January, 1915, were not in force from the commencement of the war, the committee may upon request sanction assistance by way of a single cash payment.

17. The said assistance shall not exceed 50 marks, nor shall it in any circumstance be more than the amount of the deficiency in the maternity benefit resulting from the fact that the Notification came into force at a later date.

18. The above-mentioned assistance shall only be granted on the assumption that the woman is in distress as a result of expenses entailed by the confinement, or by the feeding and care of the infant, which have not already been refunded to her out of communal or other public funds.

This shall more especially be assumed where the woman in confinement is also in debt in respect of medical or midwife's attendance, or of the feeding and care of her infant.

19. Sections 6, 7 and 9 shall apply correspondingly to applications for such assistance. When an application is handed on (§7), the statutory benefits in regard to maternity benefit already drawn, or still to be received, by the woman shall be stated.

The committee shall give the final decision with respect to every application.

## III.

20. With respect to any person entitled to voluntary insurance or re-insurance with a sick fund, in pursuance of the Imperial Insurance Code, it shall also suffice in regard to the assumption in §1, No. 2, of the Notification of 3rd December, 1914, that, upon entering a military, sanitary or similar service, he shall have been uninterruptedly a member of a substitute fund, or partly of a sick fund and partly of a substitute fund, for a period of not less than one year.

In regard to the period previous to the accepted admission of a provident fund as a substitute fund, membership with the former shall be considered equivalent to membership with a substitute fund.

## IV.

21. Every three months the State shall refund to the benefit societies, in accordance with detailed regulations issued by the Imperial Chancellor, all benefits which they have had to pay in pursuance of the present provisions.

## V.

22. The present provisions shall come into force upon the date of their publication and those, moreover, of §20, paragraph 2, shall also have retroactive effect.

Women who have been confined prior to the date of the coming into force of the present Notification, shall from that date receive the maternity allowance for a period of eight weeks and the nursing allowance for 12 weeks, in both cases, however, less the period which may have elapsed between the day of the confinement and the date on which the present Notification came into force.

Section 10 of the Notification of 28th January, 1915, shall apply correspondingly.

The Federal Council shall reserve to itself the right to fix the day upon which the foregoing provisions shall be annulled.

**32** *Bekanntmachung über die Einschränkung der Pfändbarkeit von Lohn-Gehalts- und ähnlichen Ansprüchen.* Vom 17 Mai 1915 (R.G.Bl., S. 279).

Notification relating to the restriction of the right of assignment of claims for wages and salaries and similar claims. Dated 17th May, 1915.

The Federal Council has issued the following Order in pursuance of §3 of the Act of 4th August, 1914, relating to the power conferred on the Federal Council to issue economic measures, etc. (R.G.Bl., p. 327) :

1. The sum of 1,500 marks stipulated in §850, paragraphs 2 and 3, of the Civil Code and in §4, No. 4, of the Act of 21st June, 1869 (R.G.Bl. 1869, p. 242, and 1871, p. 63, R.G.Bl. 1897, p. 159, 1898, p. 332), shall, until further orders, be replaced by the sum of 2,000 marks.

2. The present Order shall come into force on the day of its publication. The Imperial Chancellor shall fix the date of its annulment.

Should an assignment have been enforced before the coming into force of the present Order, on a claim of the nature stipulated in §850, paragraph 1, Nos. 1, 7 and 8, and par. 3, of the Civil Code, the said assignment shall become null and void in regard to subsequent instalments, in so far as it is inadmissible in pursuance of §1. This shall apply correspondingly to any settlement, assignment or mortgage entered into before the coming into force of the Order.

## II. Belgium\*

**1** *Loi de 4 août 1914 concernant les mesures urgentes nécessitées par les éventualités de guerre.* (Moniteur belge, p. 4998 ; Recueil, p. 18.)

Act relating to emergency measures rendered necessary by the war contingencies. Dated 4th August, 1914.

\* The War Measures for the Kingdom of Belgium are compiled in the pamphlet, published by Arthur Simon, Managing Clerk of the Head Office of the "Moniteur Belge," entitled "Royaume de Belgique, Recueil des lois, arrêtés royaux et mesures diverses nécessitées par l'état de guerre. 2 août 1914—19 février 1915. Imprimerie du "Havre-Eclaire," 11, Rue de la Bourse, Le Havre, here referred to as the "Recueil."



[*Inter alia*, power conferred on the Government to adopt measures to ensure the food supply of the population and to restrict the artificial raising of prices (fixing of maximum prices).]

**2** *Loi du 4 août 1914 sur la rémunération en cas de mobilisation de l'armée.* (Moniteur belge, p. 5002 ; Recueil, p. 22.)

Act relating to the remuneration to be paid in the event of the mobilisation of the Army. Dated 4th August, 1914.

1. In derogation of the Acts relating to the remuneration of the militia, and for as long as the forces are maintained on a war footing, the allowances stipulated in §5 of the Act of 30th August, 1913, shall be paid to the families of all persons in military service, without distinction, who are on active duty from 1st August, 1914, in accordance with the classifications contained in §4 of the same Act and without fixing a maximum limit to any increase allowed in consideration of the number of children.

Professional volunteers, however, and those who have re-enlisted, and who were already on active service before the said date, without having been again called up in pursuance of §63 or §64 of the Militia Act, shall continue in this respect to be subject to the Act of 21st March, 1902.

2. The allowance may be neither ceded nor attached ; it shall be calculated per week ; every week begun shall be considered as having been completed.

3. Any sums not claimed before 31st October at latest of the year following upon the close of the financial year shall revert to the Treasury.

4. The said remuneration shall be paid out weekly to the families by the Communal Authorities of their place of residence, who shall advance the same on account of the State in a manner to be fixed by the Government.

**3** *Loi du 4 août 1914 sur la rémunération pour la période de mobilisation ; exécution.* (Moniteur belge, p. 5039 ; Recueil, p. 23.)

Act relating to the remuneration payable during the period of mobilisation ; application. Dated 4th August 1914.

**4** *Circulaire ministérielle du 5 août 1914 sur la rémunération pour la mobilisation.* (Moniteur belge, p. 5039 ; Recueil, p. 29.)

Ministerial Circular relating to the remuneration payable during the period of mobilisation. Dated 5th August, 1914.

[The daily allowances are fixed at :—(i.) 75 cts. for the wife, to be increased by 25 cts. in respect of each child, without reference to the number ; (ii.) 50 cts. in respect of each child, if the person in military service is a widower or divorced and has children ; (iii.) 50 cts. for the father and the mother, or the survivor ; for the relatives in ascending line, and the survivors of the same, who, failing the parents, have cared for the person in military service ; for the person in charge of the orphaned children in need of care or of the brothers and sisters below the age of 14 years ; for the legally recognised mother of the person in military service.]

**5** *Circulaire ministérielle du 11 août 1914 relative à la rémunération.* (Moniteur belge, p. 5098 ; Recueil, p. 37.)

Ministerial Circular relating to remuneration. Dated 11th August, 1914.

- 6** *Arrêté royal du 14 août 1914 relatif à la fixation du prix des denrées alimentaires.* (Moniteur belge, p. 5141 ; Recueil, p. 39.)

Royal Decree relating to the fixing of prices for articles of consumption. Dated 14th August, 1914.

- 7** *Arrêté royal du 16 août 1914 relatif à la rémunération en matière de milice—familles belges résidant en France et familles françaises résidant en Belgique.* (Moniteur belge, p. 5155 ; Recueil, p. 42.)

Royal Decree relating to remuneration payable to the Militia. Belgian families residing in France and French families residing in Belgium. Dated 16th August 1914.

[Extension of the remuneration by the law of reciprocity to French families domiciled in Belgium.]

- 8** *Arrêté royal du 29 septembre 1914 relatif à la fixation du prix des denrées alimentaires.* (Moniteur belge, p. 5321 ; Recueil, p. 61.)

Royal Decree relating to the fixing of prices for articles of consumption. Dated 29th September, 1914.

- 9** *Arrêté royal du 6 octobre 1914 relatif à la fixation du prix des denrées alimentaires.* (Moniteur belge, p. 5335 ; Recueil, p. 71.)

Royal Decree relating to the fixing of prices for articles of consumption. Dated 6th October, 1914.

- 10** *Avis aux Belges réfugiés en France—Comité officiel belge de Secours aux réfugiés—Bourse belge du travail.* (Moniteur belge, p. 5388 ; Recueil, p. 81.)

Notice to Belgian refugees in France. Official Belgian Committee for assisting refugees. Belgian Labour Exchange. October, 1914.

[Establishment of a Belgian Labour Exchange, with headquarters at 4 Place Frédéric-Sauvage, Saint-Adresse (Le Havre).]

- 11** *Arrêté royal du 10 janvier 1915 concernant les dispositions relatives à la fixation du prix maximum des denrées alimentaires.* (Moniteur belge, p. 53 ; Recueil, p. 95.)

Royal Decree relating to the regulations for fixing maximum prices for articles of consumption. Dated 10th January, 1915.

### III. Denmark\*

- 1** *Midlertidig Lov (Nr. 164, 1914) om Regulering af Prisen paa Levnedsmidler og Varer.* Den 7. August 1914.

Provisional Act (No. 164, 1914) to regulate the prices of articles of consumption and provisions. Dated 7th August, 1914.

[Power is conferred on the Minister for the Interior to adopt measures for regulating prices (*inter alia*, the taking over of existing stocks).]

\* Cf. the publication, Lovforanstaltninger i Anledning af Krigen. I. Kommission hos C. Ferslew & Co., Copenhagen. 50 øre.

- 2** *Anordning (Nr. 173, 1914) om Nedsættelse af en overordentlig Kommission i Henhold til midlertidig Lov af 7. August 1914 om Regulering af Prisen paa Levnedsmidler og Varer.* Den 8. August 1914.

Order (No. 173, 1914) relating to the establishment of an extraordinary Commission with respect to the provisional Act of 7th August, 1914, to regulate the prices of articles of consumption and provisions. Dated 8th August, 1914.

- 3** *Anordning (Nr. 193, 1914) om Nedsættelse af kommunale Kommissioner i Henhold til midlertidig Lov af 7. August 1914 om Regulering af Prisen paa Levnedsmidler og Varer.* Den 29. August 1914.

Order (No. 193, 1914) relating to the establishment of Communal Commissions with respect to the provisional Act of 7th August, 1914, to regulate the prices of articles of consumption and provisions. Dated 29th August, 1914.

- 4** *Lov (Nr. 278, 1914) om Straf for Overtrædelse af de i Følge midlertidig Lov Nr. 164 af 7. August 1914 truffne Foranstaltninger.* Den 16. November 1914.

Act relating to the penalties to be imposed in the event of infringements of the measures adopted in pursuance of the provisional Act No. 164 of 7th August, 1914. Dated 16th November, 1914.

- 5** *Bekendtgørelse angaaende Mölles og Bageres Forsyning med Rug ved Ekspropriation.* Den 11. Januar 1915.

Notification relating to the supplying of rye to millers and bakers by way of appropriations. Dated 11th January 1915.

- 6** *Benkendtgørelse vedrørende Oplysninger om Landets Avl og Beholdning af Korn, Foderstoffer, Kartofler m.v.* Den 26. Januar 1915.

Notification relating to inquiries with respect to the country's yield and existing supplies of cereals, fodder, potatoes, etc. Dated 26th January, 1915.

- 7** *Bekendtgørelse om Fastsættelse af Maksimalpris for indenlandsk Hvede og for Hvedeklid, fremstillet her i Landet.* Den 28. Januar 1915.

Notification relating to the fixing of maximum prices for home-grown wheat and for wheat-bran manufactured within the country. Dated 28th January, 1915.

- 8** *Bekendtgørelse om Fastsættelse af Maksimalpris for rent, ukrydret Svinesfedt i Detailsalg.* Den 5. Februar 1915.

Notification relating to the fixing of a maximum retail price for pure lard. Dated 5th February, 1915.

- 9** *Bekendtgørelse om Begrænsning af Fremstillingen her i Landet af Rug- og Hvedeklid, m.v.* Den 8. Marts 1915.

Notification relating to the restricting of the manufacture of rye or wheat bran, etc., within the country. Dated 8th March 1915.

- 10** *Lov (Nr. 65, 1915) om Oprettelse af en midlertidig Laanekasse for Kommuner.* Den 12. Marts 1915.

Act (No. 65, 1915) relating to the establishment of a provisional Loan Fund for Communes. Dated 12th March, 1915.

[Establishment of a Loan Fund charged with the duty of granting provisional loans to Communes to enable them to complete work already begun, to undertake urgent work and work which is specially intended for the relief of unemployment, and to obviate economic difficulties.]

- 11** *Bekendtgørelse af Bestemmelser vedrørende den indenlandske Svineavl.* Den 25. Marts 1915.

Notification relating to regulations with respect to the breeding of pigs within the country. Dated 25th March, 1915.

- 12** *Lov (Nr. 90, 1915) om Aendring i Lov Nr. 237 af 2den Oktober 1914 om midlertidigt Statstilskud til de kommunale Hjælpekasser.* Den 31. Marts 1915.

Act (No. 90-1915) to amend Act No. 237 of 2nd October, 1914, relating to provisional State subsidies for Communal Aid Funds. Dated 31st March, 1915.

1. In §1 of the Act No. 237 of 2nd October, 1914, relating to provisional State subsidies for Communal Aid Funds, the words "during the financial year 1914-1915" shall be altered to "during the financial years 1914-1915 and 1915-1916."

2. This Act shall come into force immediately.

- 13** *Bekendtgørelse angaaende Maksimalpris paa slagtede Svin.* Den 31. Marts 1915.

Notification relating to maximum prices for slaughtered pigs. Dated 31st March, 1915.

- 14** *Midlertidig Lov (Nr. 118, 1915) om Aendring i Lov Nr. af 1. April 1905 om Søfolks Forsikring mod Følger af Ulykkestilfælde i Søfartsvirksomhed.* Den 23 April 1915.

Provisional Act (No. 118, 1915) to amend the Act No. 54 of 1st April, 1905, relating to the insurance of seamen against the consequences of accidents in shipping. Dated 23rd April 1915.

1. The following shall be added to paragraph 2 of §24 of the Act No. 45 of 1st April, 1905 :-

In regard to this, the Minister for the Interior shall have power to sanction until further notice, the taking over by the Association of the liabilities in the event of accidents, imposed on the owners of sailing ships with respect to their crews in connection with the present warlike conditions, to an amount in excess of that imposed in pursuance of the Act of 1st April, 1905. The manner and the extent of the said liability shall be fixed by the Minister for the Interior. The State Fund shall pay one-half the compensation granted in pursuance of this extraordinary insurance.

2. The present Act shall come into force immediately.

- 15** *Bekendtgørelse om Aendring af Bestimmelser om Maksimalpris for indenlandsk Rug.* Den 29. April 1915.

Notification to amend the provisions with respect to maximum prices for home-grown rye. Dated 29th April, 1915.

## IV. France

- 1** *Décret du 31 décembre 1914, fixant la composition et le fonctionnement de la commission supérieure instituée par l'article 15 de la loi du 26 décembre 1914 pour assurer l'application de la loi du 5 août 1914, accordant des allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux.* (Journal officiel des 2-3 janvier 1915 ; Dalloz\* III, 9).

Decree to determine the composition and the functions of the Superior Commission established in pursuance of §15 of the Act of 26th December, 1914, to ensure the application of the Act of 5th August, 1914, for the granting of daily allowances to the families of men called or re-called to the colours. Dated 31st December, 1914.

- 2** *Arrêté ministériel du 1er janvier 1915, nommant les membres de la commission supérieure instituée par l'article 25 de la loi du 26 décembre 1914 pour assurer l'application de la loi du 5 août 1914, accordant des allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux.* (Journal officiel des 2-3 janvier 1915 ; Dalloz III, 25).

Ministerial Decree designating the members of the Superior Commission established in pursuance of §25 of the Act of 26th December, 1914, to ensure the application of the Act of 5th August, 1914, for the granting of daily allowances to men called or re-called to the colours. Dated 1st January, 1915.

- 3** *Instruction ministérielle du 1er janvier 1915, relative à l'administration et à la comptabilité des dépôts de prisonniers.* (Journal officiel du 6 janvier 1915 ; Dalloz III., 28.)

Ministerial Notice relating to the administration and the accounts of the internment camps for prisoners. Dated 1st January, 1915.

8. (Work.) At the times fixed by contract, the camp commanders shall draw up the wages tables and forward them to the district accountant, who, on the basis of the said documents, shall issue the work-slips for every undertaking and for the whole of the workers within his district. These slips shall be forwarded to the commissioner's office, which shall then transmit the orders to pay to the contractors.

The workers' wages shall be paid over in full by the employers to the State funds, less the centime allowance, which shall be paid to the commander of the camp in question. Any balance, after the deduction of the cost of maintenance, shall constitute the reserve provided for in the new §88 of the Notice of 21st March, 1893.

\* Dalloz : Guerre de 1914. Documents officiels, textes législatifs et réglementaires, III. ; 1 janvier/15 mars 1915.

The employer may be authorised by the camp commander to pay premiums to any prisoners who distinguish themselves by their industry and skill. Such premiums shall be paid in the same way as the centime allowances payable to the camp commander.

Any centime allowances, within the meaning of the above-mentioned §7, granted to prisoners in regard to indoor work, with the exception of work in tailoring and clothes repair workshops, shall be paid out of the maintenance allowance for prisoners.

- 4 *Circulaire ministérielle du 3 janvier 1915, relative à l'interprétation de la circulaire du 2 septembre 1914, relative aux majorations de salaires accordés aux équipages des transports et des remorqueurs auxiliaires. (Journal officiel du 7 janvier 1915 ; Dalloz III., 40).*

Ministerial Circular, relating to the interpretation of the Circular of 2nd September, 1914, concerning increases in the salaries granted to the crews of auxiliary transports and tugs. Dated 3rd January, 1915.

- 5 *Arrêté ministériel du 5 janvier 1915, rendant facultative, pour les sociétés d'assurances et les syndicats de garantie contre les accidents du travail, la production des tableaux I. à V. à annexer au compte-rendu de leurs opérations pour l'année 1914. (Journal officiel du 7 janvier 1915 ; Dalloz III., 52.)*

Ministerial Decree to render optional the furnishing by Workmen's Accident Insurance Companies and Guarantee Syndicates of the Tables I. to V. to be annexed to their reports for the year 1914. Dated 5th January, 1915.

- 6 *Arrêté ministériel du 5 janvier 1915, maintenant, pour l'année 1915, les cautionnements des sociétés d'assurances contre les accidents du travail. (Journal officiel du 7 janvier 1915 ; Dalloz III., 53.)*

Ministerial Decree to maintain for the year 1915 the securities furnished by Workmen's Accident Insurance Companies. Dated 5th January 1915.

- 7 *Circulaire ministérielle du 6 janvier 1915, relative au règlement des majorations de salaires prévues par la circulaire du 2 septembre 1914 et acquises par les équipages des charbonniers. Cas spécial aux navires charbonniers venant de Cardiff et ne touchant pas de ports français. (Journal officiel du 9 janvier 1915 ; Dalloz III., 57.)*

Ministerial Circular relating to the settlement of the salary increases provided for by the Circular of 2nd September, 1914, and payable to the crews of colliers. Exceptional case for colliers coming from Cardiff and not touching any French port. Dated 6th January, 1915.

- 8 *Circulaire ministérielle du 8 janvier 1915, relative aux allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux et à l'instruction des recours formés contre les décisions des commissions d'appel. (Journal officiel du 12 janvier 1915 ; Dalloz III., 64.)*

Ministerial Circular relating to the daily allowances to be granted to men called or re-called to the colours and to the procedure in regard to appeals against the decisions of the Appeal Committees. Dated 8th January, 1915.

- 9** *Décret du 9 janvier 1915, modifiant le décret du novembre, 1914, fixant les conditions à remplir par les fonds départementaux et communaux pour bénéficier des subventions du fonds national de chômage. (Journal officiel du 10 janvier 1915 ; Dalloz III., 70.)*

Decree to modify the Decree of 24th November, 1914, fixing the conditions to be complied with by Departmental and Communal Funds, in order to obtain subventions from the National Unemployment Fund. Dated 9th January, 1915.

Section 1, paragraph 2, of the Decree of 24th November, 1914, shall be amended as follows :—

“Such subventions shall only be granted provided the population of the communes, or of the groups of communes, for which the Unemployment Fund is established, shall be not less than 5,000.”

2. The present Decree shall be sanctioned by the Chambers.

3. The Prime Minister and the Ministers for Labour, for the Interior and for Finance shall, etc.

- 10** *Instruction ministérielle du 10 janvier 1915, relative à l'application du décret du 26 août 1914, portant création d'une indemnité pour charges de famille. (Journal officiel du 17 janvier 1915 ; Dalloz III., 73.)*

Ministerial Notice relating to the application of the Decree of 26th August, 1914, establishing an indemnity for family expenses. Dated 10th January, 1915.

- 11** *Circulaire ministérielle du 2 février 1915, relative aux congés accordés à des hommes des dépôts territoriaux pour les semailles de printemps. (Journal officiel du 6 février 1915 ; Dalloz III., 143.)*

Ministerial Circular relating to the periods of leave to be granted for spring seeding to men of the territorial depots. Dated 2nd February, 1915.

- 12** *Circulaire ministérielle du 5 février 1915, relative à l'institution, dans les départements, de commissions mixtes chargées d'étudier les questions relatives au maintien du travail national. (Journal officiel du 7 février 1915 ; Dalloz III., 158.)*

Ministerial Circular relating to the establishment, in the departments, of mixed boards, with the duty of studying questions concerning the maintenance of national labour. Dated 5th February, 1915.

From the day of the general mobilisation, the Government has endeavoured to find a solution to the problems connected with the upkeep of national labour, which has been markedly affected by the calling to the colours of so many employers and wage-earners.

Meanwhile, the Ministry for Labour has kept in touch with the permanent boards of the Superior Labour Council, which includes elected representatives of the classes interested in national labour—employers, workers, employees—as well as with the employers' and workers' unions and associations. The said Ministry has instituted numerous inquiries to ascertain what means may be adopted to ensure the upkeep of industrial life and to check unemployment and, at the same time, has adopted measures to counteract such unemployment

and communicated to the competent Ministries the wishes expressed by employers and workers, which did not come within the scope of its own duties.

It is, however, impossible for the central administration to deal with all the purely local questions, which arise in the various districts from special conditions of labour and production. The work of the administration should therefore in every department be correspondingly supplemented by similar endeavours on the part of the public authorities, with the co-operation of the industrial corporations, organisations through which the views of the employers and workers may be voiced.

Mixed boards have already been established in several departments, composed of members of the employers' and workers' organisations, the more important workers' and employers' trade unions, as well as the chambers of commerce, the commercial courts, the trade councils and the departmental workmen's associations, which are composed of persons experienced in economic and industrial questions. Should you not already have adopted some such measure, I request you to establish a board composed in a similar manner, whose opinions will prove of special value to you. You will choose the members for the said board from among the above-mentioned official bodies and the most important trade unions.

The boards shall, on principle, be composed of equal numbers of employers and workers. At times it may also be advisable to admit a few persons who are neither employers nor workers, but whose experience seems to you likely to be of assistance in bringing to a satisfactory termination the inquiries that have to be undertaken. You will also designate the persons who shall be called upon to preside at the meetings.

The mixed departmental board shall ascertain accurately for each industry in the neighbourhood, and communicate to you, the practical measures that can be immediately carried into effect, and which seem suitable for hastening the resumption of normal business conditions. The said board shall deal with the recruiting of labour, the supply of raw material and the disposal of manufactured goods. More especially in regard to labour exchanges, the board may with advantage establish a departmental labour bureau which shall co-operate with the communal exchanges, the unemployment funds and the employers' and workers' trade unions; several departments have already obtained excellent results with such bureaux in the matter of finding work for the unemployed and refugees.

Finally, the board shall at once look to the future, and point out to you those branches of industry in which immediate efforts are indispensable for the methodical technical training of expert workers, who will be greatly in demand immediately upon the conclusion of a long war. I draw your attention to the good results which are at present being obtained in those industries in which it is possible to adopt the system of alternating, during the day hours, a working period of restricted duration in the workshops or on the work places with attendance at technical classes. Provided the pressure of work is moderate this system permits of the employment of a larger number of children and, at the same time, makes it possible to make the necessary provision for their technical training. On the other hand, in those industries in which, at the present moment, the pressure of work is excessive and rapid deliveries are called for, efforts should be made, in spite of this, to prevent the elimination of apprentices.

The said boards might also strive, as far as possible, to keep the labour conditions in the district in conformity with the usual industrial contracts; but in this case, if confusion of function and abuse of powers are to be avoided, the existing system must be taken into account.



With respect to work executed on account of the State, the departments, the communes and public benevolent institutions, the Decrees of 10th August, 1899, have already provided for appeals to mixed boards, composed of representatives of employers and workers in the industries concerned, and charged with the duty of ascertaining the standard and usual rates of wages and the standard and usual working hours adopted in private industrial undertakings.

Although the Decrees of 10th August, 1899, are mainly concerned with contracts entered into on account of public administrations, the publicity given to facts thus ascertained may far exceed the scope of the said contracts. A rate of wages and standard working hours can be ascertained from the wages tables published by the administrations, which are based on general practice and agreement and which both employers and workers know to be the standard working hours and regular rate of wages for the district. Employers and workers naturally adopt these as a basis for their own contracts and, even where they deviate from them, they cannot escape their regulating influence.

It, therefore, seems reasonable to expect that, during the further development of the application of the Decrees of 1899, in the regular work of the mixed boards, established in pursuance of these Decrees, the far-reaching publicity given to their wages tables will prove an efficacious corrective to possible reductions in wages, which may have resulted from the economic difficulties of the early part of the war.

In this connection, it will be possible for the new boards to play a useful part.

They will be entitled to request that wages lists, already drawn up in pursuance of the Decrees of 1899, shall be communicated to them and, if need be, to demand that the said lists shall be supplemented, should important trades have been omitted, or should they be too old, and, should this seem advisable, to suggest their revision by the competent boards, as well as their publication in a suitable manner.

For those industries also where work is normal they shall as far as possible, upon request of the parties concerned and by way of a friendly understanding between employers and workers, endeavour to ensure that the remuneration for work shall remain in accordance with local usage.

I request you to let me know what effect your Department may have given to the suggestions contained in the present Circular Letter. I would attach great importance to the receipt every month of a concise report concerning the measures which the mixed boards shall have called for, with the object of maintaining national labour, and also concerning the measures adopted in virtue of their opinions.

- 13** *Circulaire ministérielle du 5 février 1915, relative au fonctionnement des commissions cantonales et d'appel chargées de statuer sur les demandes d'allocations journalières formées par les familles nécessiteuses des hommes appelés sous les drapeaux. (Journal officiel du 10 mars 1915; Dalloz III., 284.)*

Ministerial Circular relating to the work of the Cantonal and Appeal Commissions charged with the giving of decisions in regard to applications for daily allowances submitted by the necessitous families of men called to the colours. Dated 5th February, 1915.

14. *Circulaire ministérielle du 17 février 1915, relative au paiement des secours alloués aux familles des militaires décédés au cours des opérations de guerre.* (Journal officiel du 19 février 1915 ; Dalloz III., 196.)

Ministerial Circular relating to the payment of the assistance granted to the families of persons in military service, who have lost their lives in the course of military operations. Dated 17th February, 1915.

15. *Décret du 18 février 1915, portant à 50 le nombre des membres de la commission supérieure instituée par la loi du 26 décembre 1914 à l'effet de statuer sur les recours formés contre les décisions rendues par les commissions d'appel en matière d'allocations journalières aux familles nécessiteuses des militaires sous les drapeaux.* (Journal officiel du 19 février 1915 ; Dalloz III., 198.)

Decree raising to 50 the number of members of the Superior Commission, established in pursuance of the Act of 26th December, 1914, for the purpose of deciding appeals against the decisions of the Appeal Committee, in matters relating to the daily allowances to be granted to the necessitous families of military persons serving with the colours. Dated 18th February, 1915.

16. *Arrêté ministériel du 22 février 1915, concernant les subventions à accorder aux sociétés de secours mutuels qui, par suite de l'état de guerre, n'ont pu effectuer leurs versements de retraites avant le 31 décembre 1914.* (Journal officiel du 28 février 1915 ; Dalloz III., 212.)

Ministerial Decree relating to the subventions to be granted to mutual benefit societies which, in consequence of the war, have been unable to pay their annuities before the 31st December, 1914. Dated 22nd February, 1915.

17. *Décret du 23 février 1915 prorogeant les délais prévus par les articles 8 et 9 de la loi du 25 février 1914, portant création de la caisse autonome des ouvriers mineurs.* (Journal officiel du 25 février 1915 ; Dalloz III., 223.)

Decree to extend the time limits stipulated in §§8 and 9 of the Act of 25th February, 1914, for the creation of the Independent Miners' Fund. Dated 23rd February, 1915.

18. *Circulaire ministérielle du 1er mars 1915, relative à l'application de l'arrêté du 22 février 1915, concernant les subventions à accorder aux sociétés de secours mutuels qui, par suite de l'état de guerre, n'ont pu effectuer leurs versements de retraites avant le 31 décembre, 1914.* (Journal officiel du 6 mars 1915 ; Dalloz III., 240.)

Ministerial Circular relating to the administration of the Decree of 22nd February, 1915, concerning the subventions to be granted to mutual benefit societies which, in consequence of the war, have been unable to pay their annuities before 31st December, 1914. Dated 1st March, 1915.

## V. Great Britain and Ireland\*

1. *An Act to provide for the grant of pensions and other allowances to certain persons if injured whilst employed in connection with warlike operations, and to their dependants, and for purposes connected therewith.* (Ch. 30.) 10th August, 1914. (Manual of Emergency Legislation, p. 14.)

[The King may, by Order in Council, frame a scheme as to the pension and grants and other allowances in the nature thereof, to be paid to persons (not being officers or seamen of the Royal Navy, or officers or soldiers of any of His Majesty's land or marine forces), in respect of injuries suffered by them whilst employed afloat by or under the Admiralty or Army Council in connection with warlike operations in which His Majesty is engaged, and in the case of their death, to their widows and other dependants.]

2. *An Act to authorise the grant out of Police funds of certain allowances and gratuities in respect of Police Reservists who are called out upon permanent service.* (Ch. 34.) 10th August, 1914. (Manual, p. 15.)

[The police authority may grant an allowance for the benefit of the wives and children of police reservists on active service, such allowances to be granted for a limited period not exceeding one year, and may be renewed for a further period; the aggregate amount of the weekly allowance granted in respect of a married man, together with the weekly amount of any separation or other allowance required to be paid out of naval or military funds, and the weekly amount of any compulsory deductions from the man's pay as a seaman or soldier, not to exceed the total weekly amount which he was receiving from police funds when called out; the allowance granted in respect of an unmarried man not to exceed in the aggregate eight shillings a week].

3. *An Act to enable the Board of Trade during the present war to take possession of foodstuffs unreasonably withheld.* (Ch. 51.) 10th August, 1914. (Manual, p. 16.)

4. *An Act to give the Board of Agriculture and Fisheries in agricultural districts and the Local Government Board elsewhere powers with respect to housing and to make similar provision for Scotland.* (Ch. 52.) 10th August, 1914. (Manual, p. 17.)

[The above-mentioned Boards to have power during the period of one year from the passing of the Act to acquire land and buildings for housing purposes; but they are only to build dwellings if they are satisfied after holding a public local inquiry that there is an insufficiency of dwelling accommodation for the working classes, or that the existing accommodation is unsuitable and that dwelling accommodation cannot be otherwise satisfactorily provided; the Treasury is to issue sums, in payment of expenses incurred under the Act, not exceeding in the aggregate four million pounds; other expenses not being, in the opinion of the Treasury, of the nature of capital expenditure to be defrayed out of moneys provided by Parliament. This Act does not apply to Ireland.†]

\* See footnote on page 144.

† This Act, as extended by the Housing (No. 2) Act, 1914 (485 Geo. V., c. 71) (Manual, p. 29), now makes similar provision for Ireland.

5. *Order in Council approving a scheme under the Injuries in War (Compensation) Act, 1914 (4 and 5 Geo. V., c. 30), and applying as from August 3, 1914, to all officers and men of Fleet Auxiliaries (other than ranks and ratings in receipt of naval pay, or officers or men of Naval Reserves), to all civilians in Admiralty Service, and to officers and men of the War Department Examination Service, and to the dependent relatives of such persons. (No. 1177.) 10th August, 1914. (Manual, p. 182.)*

[Scale of pensions : total destruction of earning capacity, two-thirds pay ; partial impairment of earning capacity, one-sixth, one-third, or one-half pay, dependent upon the degree of the impairment of earning capacity.]

Widow's pensions and allowances to dependent relatives : widow, one-third pay ; each child up to four in number until the age of 16 an allowance equal to one-twenty-fourth of pay ; other dependent relatives, at the discretion of the Admiralty or Army Council, not exceeding in the aggregate the sum which might have been awarded in each case as a widow's pension ; in the event of a widow's re-marriage her pension ceases, and she is to be awarded the difference between three years' pay and the total sum paid in compensation, or continued payment of the children's pensions until the age of 16.]

6. *An Act to extend the Housing (No. 2) Act, 1914, to Ireland. (Ch. 71.) 28th August, 1914. (Manual, p. 29, cf. No. 4 on preceding page.)*

7. *An Act to amend §46 of the National Insurance Act, 1911, as respects certain officers, warrant officers and soldiers. (Ch. 81.) 18th September, 1914. (Manual, p. 39.)*

[§46 of the National Insurance Act, 1911, which regulates the sickness insurance of soldiers and sailors, to be deemed always to have applied to soldiers specially enlisted for the purposes of the present war.]

8. *Order in Council under §3 of the Naval and Marine Pay and Pensions Act, 1865 (28 and 29 Vict., c. 73), sanctioning the payment during the war of separation allowances to wives, etc., of seamen, marines and reservists. (No. 1615.) 29th October, 1914. (Manual Suppl. No. 2, p. 153.)*

[Weekly allowances : Widows, 6s.-9s., according to rank ; first and second children, 2s. each, subsequent children 1s. each ; motherless children, 3s. each.]

9. *Emergency grants to associations qualified for refunds under §106 of the Principal Act, and §14 of the National Insurance (Part II. Amendment) Act, 1914.*

I. The Board of Trade are prepared to receive applications from Associations, the rules of which provide for payments to persons whilst unemployed, for emergency grants in aid of the exceptional expenditure on unemployment benefit owing to the war.

II. Emergency grants will be in addition to any repayments to the Association under §106 of the National Insurance Act, 1911, and such grants will only be given to those Associations which have satisfied, or are prepared to satisfy, the conditions for a repayment under that Section.

III. Full particulars as to repayments under §106, and of the regulations made thereunder in pursuance of which a repayment may be obtained are set out in the Leaflet U.I. 103 issued by the Board of Trade. Copies of this may be obtained on application. The officials of all Associations which have not already qualified for a repayment under the Section should, before making application for an emergency grant, obtain a copy of this leaflet, and make themselves familiar with the conditions for a repayment.

IV. Associations in order to receive emergency grants will be required to fulfil certain special conditions as follows :—

(1) To reduce all unemployment benefit payments to 17s. per week or less if the maximum rate of benefit payable under the rules of the Association exceeds 17s. per week.

(2) To satisfy the Board of Trade that the rate of unemployment among the members is abnormal.

(3) To levy their members in full employment as set out below, and from time to time supply particulars of the financial results of the levy.

(4) To furnish the Board of Trade with full information as to the unemployment of their members at agreed intervals during the period for which an emergency grant is paid.

Conditions (1), (2) and (3) will be considered in turn.

#### *Rate of Benefit.*

V. In considering the maximum rate of benefit paid by the Association, sums paid by way of State unemployment benefit will be included ; thus an Association paying 10s. per week from its own funds, and 7s. State benefit in accordance with the terms of its arrangement with the Board of Trade under §105, will be considered to be paying a maximum of 17s. per week. An Association paying 12s. in addition to the 7s. will not be able to obtain an emergency grant until the rate of 12s. is reduced by at least 2s. per week.

It is an absolute condition of any emergency grant that not more than 17s. per week is paid by the Association to any one member.

#### *Rate of Unemployment.*

VI. Emergency grants will not in general be made unless the Association can prove to the satisfaction of the Board that the rate of unemployment among the members is at least double the normal over a period of years. For this purpose the Association will be required to furnish the Board periodically with particulars of the unemployment experienced by the members, and may be required to furnish information as to unemployment experienced by them in past years, if they have not already furnished such information to the Board of Trade.

#### *Levy on Members in Full Employment.*

VII. The Association will be required to satisfy the Board that it has authorised a levy to be made on its members in full employment without any reduction in the ordinary rate of contribution prescribed by the rules.

The levy need not be imposed on members below the age of 21 years, or upon those members who do not contribute to the funds of the Association for the purpose of receiving unemployment benefit when unemployed.

The Board will take such steps as they may consider necessary to satisfy themselves that the levy is duly enforced, and the Association will be required to furnish periodically detailed statements showing the sums which have been received as the result of the levy. Such sums must be exclusively used for the purpose of paying unemployment benefit.

*Amount of Emergency Grant.*

VIII. The amount of emergency grant will vary having regard to the rate of levy, and the rate of levy will vary having regard to the maximum benefit paid, as set out in the following table :—

Maximum Rate of Benefit Paid.	Rate of levy to obtain an Emergency grant of One-sixth.	Rate of levy to obtain an Emergency Grant of One-third.
Exceeding 13s. but not exceeding 17s. ..	d. 3	d. 6
„ 13s. „ „ 15s. ..	2	4
Not exceeding 13s. .. ..	1	2

Thus an Association paying a maximum benefit of 17s. and levying the members in full employment 6d. per week, will, subject to its fulfilling the other conditions, obtain an emergency grant of one-third of its expenditure on unemployment benefit, which, together with the payment of one-sixth ordinarily obtainable under §106, will equal a total of one-half of the Association's expenditure. If such an Association decides to levy 3d. per week only, it will obtain an emergency grant of one-sixth, which, with the repayment ordinarily obtainable under the Section, will equal a total of one-third of the expenditure.

An Association paying a rate of 10s., which decides to levy its members 2d. per week, will be able to obtain a total repayment under §106 and by way of Emergency Grant of half of its expenditure; if the levy is 1d. per week, it will be able to obtain altogether one-third of its expenditure.

When the Association has an arrangement with the Board of Trade under §105 in respect of its members compulsorily insured under Part II. of the Act, the whole sum repaid to it in accordance with the terms of the arrangement will be excluded from the total sum in respect of which the emergency grant will be paid.

If the rate of benefit paid by the Association depends in part upon the number of children in the family of the member, the Board propose to assume for the purpose of the above table a family of four children. In cases where in addition to a cash payment an allowance is made, *e.g.*, for rent, the Board propose to assume that the allowance is made in every case.

*Date from which Emergency Grant will be Payable.*

IX. The emergency grants above referred to will ordinarily be made in respect of expenditure incurred after the application for a grant has been made and the necessary conditions have been fulfilled.

In addition, special emergency grants may also be made in respect of expenditure incurred between the 4th August, 1914, or any subsequent date, and the date when all the conditions for an emergency grant are fulfilled. Such retrospective grants will be subject to special conditions, and the sum paid and the period in respect of which it is paid will depend on the circumstances in each case.

*Payment of Claims.*

X. Associations will be permitted to claim both the ordinary repayments and the emergency grants monthly, and payments in respect of such claims will be made about the middle of the month following that to which they relate.

All other conditions applicable to the payment of emergency grants, *e.g.*, financial requirements, audit, etc., will be found in the Leaflet U.I. 103 referred to in paragraph III., which, together with forms of application for an emergency grant, U.I. 351, can be obtained on application to the General Manager, Board of Trade Labour Exchanges and Unemployment Insurance Department, Queen Anne's Chambers, Westminster, S.W.\*

**10. *Memorandum by the Admiralty and Army Council as to pensions and allowances in respect of seamen, marines and soldiers and their wives, widows and dependants.*** 9th November, 1914. (Manual Suppl. No. 2, p. 158.)

[The minimum weekly scale of pensions for widows and children is as follows :—

I. *Pensions.* Widows with four, three, two, one or no children : 20s., 17s. 6d., 15s., 12s. 6d., 7s. 6d. respectively (each additional child 2s. more); motherless children, 5s. for the first three children and 4s. for each child in excess of three. Additional allowances to widows in cases of necessity after considering the recommendations of the local old age pension committee, and also to the dependants of unmarried men. Widows receive upon re-marriage £39. The payment in respect of children to be made for boys until the age of 14 (or if attending school until 16) and for girls until the age of 16. Separation allowance given for 26 weeks after notification of death.

II. *Disablement.* (a) Total minimum allowance, 16s. 6d. for married men without children and 14s. for unmarried men. These amounts may be increased at the discretion of the authorities, according to the number of dependants and other circumstances, up to a maximum of 23s. Soldiers and sailors who are insured under the Insurance Act will receive in normal cases 10s. a week for 26 weeks and 5s. a week thereafter so long as totally disabled, up to the age of 70; (b) partial : 17s. 6d.—3s. 6d. according to reduction of wage-earning capacity, number of dependants and other circumstances.

III. *Separation Allowances†* : For the period of the present war separation allowances to be paid to the wives and families of all soldiers, seamen and marines and also, under certain circumstances, to other dependants. The wife of a soldier with no, one, two, three or four children receives, respectively, 9s., 11s. 6d., 14s., 16s. 6d., 18s. 6d. a week, and of a seaman, 6s., 8s., 10s., 11s., 12s. (if he allots at least 20s. a month to his wife); for each additional child 2s. more; motherless children receive 3s.; London families receive an additional allowance of 3s. 6d. a week.]

**11. *An Act to amend §46 of the National Health Insurance Act, 1911, as respects the present War.*** (Ch. 15.) 27th November, 1914. (Manual Suppl. No. 2, p. 29.)

[The requirements as to proof of state of health and to making application within the prescribed time imposed by par. (h) of Sub-section (3) of §46 of the National Insurance Act, 1911, as conditions on which a seaman, marine, or

\* This Circular was repealed in May, 1915.

† Cf. Memorandum dated 22nd September, 1914. (Manual, p. 209.)

soldier, on his discharge from service, can become entitled to benefits payable out of the Navy and Army fund, not to apply in the case of a seaman, marine or soldier who, on his discharge from service during or within the prescribed period after the conclusion of the present war is certified to be suffering from any disease or disablement or bodily or mental unfitness; but every such man to become entitled to benefits payable out of that fund as from the date of his discharge in like manner as if he had satisfied such requirements as aforesaid. Section 46 of the National Insurance Act, 1911, to apply to seamen and marines who have entered or enlisted for the purposes of the present war.]

12. *An Act to provide for the grant of pensions and other allowances to certain persons if disabled whilst employed abroad in connection with warlike operations, and to their dependants, and to amend the Injuries in War (Compensation) Act, 1914.* (Ch. 18.) 27th November, 1914. (Manual Suppl. No. 2, p. 31.)

[The Admiralty and Army Council to have power to frame pension schemes. Disablement means disablement by personal injury or by sickness specifically attributable to the nature or conditions of the employment. The Injuries in War (Compensation) Act, 1914, to extend to pensions, grants and other allowances in respect of disablement by sickness specifically attributable to the nature and conditions of the employment in like manner as it applies to pensions, grants, and other allowances in respect of injuries.]

13. *The Aliens Restriction (Belgian Refugees) Order, 1914.* (No. 1700.) 28th November, 1914. (Manual Suppl. No. 2, p. 45.)

[A central register of Belgian refugees to be kept by the Registrar-General. Belgian refugees not to reside in prohibited areas without permission.]

\* On 4th August, 1914, the Prime Minister appointed a Committee to advise on the measures necessary to deal with any distress that might arise in consequence of the war. The President of the Local Government Board, as Chairman of the Committee, appointed the following sub-committees: (1) Committee for London; (2) Committee on Urban Housing; (3) Central Committee on Women's Employment; (4) Committee on Distress among the Professional Classes; (5) Committee on Agricultural Districts. [Cf. Report on the Special Work of the Local Government Board arising out of the War (up to 31st December, 1914). London: Wyman & Sons, 1915; Cd. 7763; price 4½d.] The Committee attempted above all to prevent unemployment (circulars to employers; co-operation of Government departments by giving out contracts; assistance of the Road Board and Development Commission in promoting schemes). The National Relief Fund has made grants for the assistance of cases of distress; the administration of the fund is in the hands of an executive committee. (The amount of grants up to date [31st December, 1914] is £158,266.) The effects of the war on employment have been more severely felt in the case of women than men. The above-mentioned committee on women's employment assists local representative committees in the formulation of schemes of work which are directly under the control of the local committees; it has also established workrooms and inaugurated schemes for the training of women and girls and for experiments in the creation of new industries. [Cf. the reports of the Central Committee on Women's Employment: (1) General outline for special schemes of employment for women; (2) Memorandum on schemes of work for women temporarily unemployed owing to the war; (3) Notes as to women's workrooms; (4) Memorandum on training and instruction in connection with schemes of work for women and girls temporarily unemployed owing to the war; further: Interim Report Cd. 7,848, 1915 price 4½d. Wyman & Sons, London.]

The report of the Local Government Board deals further with the temporary accommodation of Belgian refugees; the relief of destitute aliens and British-born wives of interned aliens; the distribution of gifts sent by the Dominions and the United States.

A committee was formed by the Local Government Board on 27th October, 1914, to inquire into the question of how Belgian refugees could be best employed [Cf. Government



## VI. Italy

1. *Legge 16 dicembre 1914, n. 1362, sulla cedibilità degli stipendi degli impiegati e delle mercedi degli operai dipendenti dallo Stato.* (Bollettino dell'Ufficio del Lavoro, Nuova Serie III., 62.)

Act No. 1362, relating to the transferability of the salaries of State employees and of the wages of State workers. Dated 16th December, 1914.

[Power conferred on the Deposit and Loan Fund to grant loans under certain conditions to State employees and workers.]

2. *R. decreto 20 dicembre 1914, n. 1374, relativo alla formazione di Consorzi provinciali per acquisto di grano.* (Bollettino dell'Ufficio del Lavoro, Nuova Serie, III., 51.)

Royal Decree No. 1374 relating to the establishment of Provincial Associations for the acquisition of cereals. Dated 20th December, 1914.

3. *Decreto reale 31 dicembre 1914, n. 1465, da convertirsi in legge, col quale sono prorogati i termini stabiliti dagli articoli 3 e 6 del R. decreto 22 settembre 1914, n. 1028 che autorizza l'anticipazione di un fondo di 100 milioni alla Cassa depositi e prestiti per metterla in grado di concedere alle Province ed ai Comuni mutui per procurare lavoro ai disoccupati.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 52.)

Royal Decree No. 1465 (to be converted into an Act) to prolong the periods stipulated in §§3 and 6 of the Royal Decree No. 1028, of 22nd September, 1914, which sanctions the granting of an advance of 100 millions to the Deposit and Loan Fund, in order to enable the said fund to grant loans to provinces and communes, for the purpose of procuring work for the unemployed. Dated 31st December, 1914.

4. *R. decreto del 31 gennaio 1915, n. 52, recante disposizioni per il finanziamento dei Consorzi granari provinciali.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 51.)

Royal Decree No. 52 containing the provisions for the financing of the provincial Cereal Associations. Dated 31st January, 1915.

Belgian Refugees Committee. Departmental Committee of the Local Government Board to consider and report on questions arising in connection with the reception and employment of the Belgian refugees in this country. I. Report Cd. 7750, price 6½d. II. Minutes of evidence Cd. 7779, 1915, price 1s. 10d. Wyman & Sons, London].

Reference should also be made to the various reports published in the Board of Trade "Labour Gazette" (1915, p. 83) of the Committee appointed on 4th February, 1915, to inquire and report "after consultation with the representatives of employers and workmen, as to the best steps to be taken to ensure that the productive power of the employees in engineering and shipbuilding establishments working for Government purposes shall be made fully available so as to meet the needs of the nation in the present emergency," and the Report (Cd. 7866, price 1d.) of the Departmental Committee appointed by the President of the Board of Trade "to inquire into the causes for the present rise in the retail price of coal sold for domestic use, especially to the poorer classes of consumers in London and other centres." ("Labour Gazette," 1915, p. 116.)

On the question of the employment of children of school age, cf. "Correspondence relating to School Attendance between the Board of Education and certain Local Education Authorities since the outbreak of War" (Cd. 7803, price 2½d.; Wyman & Sons.)

5. *R. decreto-legge del 31 gennaio 1915, n. 50, col quale vengono temporaneamente aboliti i dazi di confine sul frumento, sugli altri cereali e sulle farine si autorizzano i ministri dei lavori pubblici e della marina ad adottare i provvedimenti necessari per facilitare i trasporti ferroviari e marittimi del grano e della farina di grano nel interno del Regno e viene data altresì facoltà al ministro del interno di ordinare l'accertamento nei prodotti anzidetti e di stabilire norme obbligatorie per la panificazione e per la vendita delle farine e del grano.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 51.)

Royal Decree No. 50, for the temporary suspension of customs duties on wheat, on other kinds of cereals and on flour, and to enable the Ministers for Labour and of Marine to take the necessary steps for facilitating the transport of cereals and grain flour by rail and water in the interior of the kingdom, and also to enable the Minister for the Interior to order a census of the existing stocks of the above-mentioned products and to draw up general rules for the manufacture of bread and the sale of flour and cereals. Dated 31st January, 1915.

6. *R. decreto 7 marzo 1915: Provvedimenti per la produzione di un tipo unico di pane.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 72.)

Royal Decree: Provisions for the manufacture of one kind of bread only. Dated 7th March, 1915.

§7. The Prefects shall see that where the necessity thereof is recognised, derogations from the regulations in force, relating to night-work for bakers and to Sunday and holiday rest, shall be allowed.

7. *Decreto ministeriale 18 marzo 1915: Provvedimenti per la produzione di un tipo unico di pane.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 87.)

Ministerial Decree: Provisions for the manufacture of one kind of bread only. Dated 18th March, 1915.

## VII. Netherlands

1. *Wet van den 3den Augustus 1914, tot aanvulling der Onteigeningswet ter voorkoming van vasthouding en prijsopdrijving van waren.* (Staatsblad No. 351.)

Act to supplement the Expropriation Act promulgated to prevent the holding back of stores and the raising of the prices of provisions. Dated 3rd August, 1914.

[Should war threaten, or in the event of war, the Mayors shall have the power, in pursuance of a general authorisation by the Minister for Agriculture, immediately to sequester, without further formalities, all provisions and their raw materials, household appliances and fuels.]

2. *Besluit van den 28sten Augustus 1914, tot nadere aanvulling van het Koninklijk besluit van den 5den December 1902 (Staatsblad No. 206), laatstelijk gewijzigd bij Koninklijk besluit van 30 Mei 1914 (Staatsblad No. 219), tot vaststelling van een algemeen maatregel van bestuur, als bedoeld in de artikelen 52, tweede en derde lid, en 59 sub. 1, 3 en 4, der Ongevallenwet 1901. (Staatsblad No. 434.)*

Decree to further supplement the Royal Decree of 5th December, 1902, in its final form, as amended in the Royal Decree of 30th May, 1914, to draw up regulations in pursuance of §52, paragraphs (2) and (3), and §59, Nos. 1, 3 and 4 of the Act of 1901, relating to accidents. Dated 28th August, 1914.

3. *Besluit van den 2den November 1914, tot overbrenging van de zorg voor de uitvoering van wetten en Koninklijke besluiten betreffende arbeidersverzekering en betreffende den geld- en fondsenhandel in de tegenwoordige buitengewone omstandigheden, van het Departement van Landbouw, Nijverheid en Handel naar dat van Financien. (Staatsblad No. 514.)*

Decree to transfer, in view of the present abnormal conditions, the execution of Acts and Royal Decrees relating to workmen's insurance and transactions in regard to money and securities from the Department for Agriculture, Industry and Commerce to the Finance Department. Dated 2nd November 1914.

4. *Wet van den 21sten December 1914, houdende bijzondere maatregelen ten opzichte van de Kamers van arbeid, met het oog op de tegenwoordige buitengewone omstandigheden. (Staatsblad No. 571.)*

Act, containing special regulations with respect to Chambers of Commerce, drawn up in view of the present abnormal conditions. Dated 21st December, 1914.

[Concerns the elections and voting for the year 1915.]

## VIII. Roumania

*Lege speciala autorizând luarea de masuri exceptionale. 23 Decembrie 1914. (Monitorul Oficial No. 217, 24 Decembrie 1914.)*

Special Act authorising the adoption of exceptional measures. Dated 23rd December, 1914/5th January, 1915.

Section 18. . . . Tradesmen and manufacturers whose establishments remain open during the period of mobilisation and who employ, in respect of their undertakings, more than five workmen and clerks, married or with family responsibilities and not less than two years in their service, shall be compelled to pay to the latter for the duration of the mobilisation one-half the amount of the salaries due, in accordance with the provisions of §19. Such pay will serve for the maintenance of the family of the person mobilised.

After the demobilisation, all civil\* and commercial functionaries shall be automatically reinstated in their office.

\* As a civil functionary, within the meaning of the present Act, shall be understood any functionary or clerk, of whatever class, who is in receipt of a monthly remuneration out of the funds of the State, the Departments, the Communes, public institutions, or institutions of public utility placed under State control, credit institutions enjoying privileges granted by the State, limited liability companies, and, finally, of any institution or foundation over which the State, the Departments or the Communes exercise a right of control or supervision, and whose annual budgets are submitted for their approval.

20. From the date of the Decree of mobilisation and until the conclusion of the same, the following measures shall be enforced in order to assist the families of officers and of persons recalled to active service, of reserve officers, of War Office officials and of non-commissioned officers who, in pursuance of the provisions of the present Act, are entitled to remuneration during the mobilisation :—

(a) Should one of the above-mentioned mobilised persons have a wife or an only child, one-third of his pay or salary shall be payable to the wife or to the child ;

(b) Should he have a wife and one child, these shall be entitled to one-half ;

(c) Should he have a wife and several children, they shall together be entitled to two-thirds ;

(d) Should he have several children, they shall be entitled to one-half.

The written Order for these proportions of the pay shall be issued by the Minister for War direct to the wife in her name, and, failing such, the titulary shall designate the person whom he authorises to draw the share which, in pursuance of the Act, is due to the children.

(e) Where, failing wife or children, the titulary has a father, mother, brother or sister maintained by him, the latter shall be granted the share which the mobilised person shall declare in writing he wishes to be attributed to them for their maintenance, designating the person who shall be entitled to draw the money at the War Office.

21. No attachment, sequestration, proceedings, or stoppages in regard to the salaries or pay due to persons mobilised shall be permissible for the duration of the mobilisation, under whatever pretext, in respect of any debt, even if privileged.

Should such attachment, sequestration, proceedings or stoppages have already been in part carried into effect, they shall be suspended from the date of the decree of mobilisation, and until one month after the decree of demobilisation.

22. The families of all persons mobilised, whether privates or non-commissioned officers, who are not also civil functionaries, shall, from the date of the mobilisation and until 15 days after the decree of declaring a state of peace, receive the following subsidies from the State :—

(a) In rural communes, 15 francs per month for each family ;

(b) In urban communes, 20 francs per month for each family.

In addition to the said fixed monthly subsidies, the families of persons mobilised may be assisted, both in rural and in urban communes, by distributions of work, of food, and of other necessities, by medical attendance, care of the children in shelters and crèches, and, even if need be, by an increase of the above-mentioned cash subsidies.

For this purpose, an institution shall be established called the "Combatants' Families Institution," which shall be a legal corporation.

The said Institution shall be administered by a Central Committee, having its headquarters in Bucharest, and composed of :—The Minister for Agriculture and Domains, or his delegate, the mayor of the capital, the rector of the university, the prefect of police of the capital, the director of the Roumanian railways, the director-general of the administration of State monopolies, the prefect of the department of Ilfov, the secretaries-general at the Ministries for the Interior and for War, the President of the Chamber of Commerce in Bucharest, the director of the Central Fund of the people's banks, the director

of the Central Fund for mechanics, the administrators of the School and Church Fund, and 15 influential citizens nominated by the Council of Ministers.

The Central Committee shall be assisted by departmental committees in the chief town of every department, except that of Ilfov, and by communal committees in every urban commune, which is not the chief town of a department, and in rural communes.

The departmental committees shall be composed of :—The prefect, the mayor, the president of the departmental council, the chief medical officer of the department, the archpriest of the department, the principal tax collector, the examiner of schools, and five influential citizens nominated by the municipal council.

In towns in which are situate a university, a Bishop's See, a Chamber of Commerce and a prefecture of police, the committee shall include *ex-officio* the rector, the metropolitan or bishop, as the case may be, in place of the archpriest, the president of the Chamber of Commerce, and the prefect of police.

In every urban commune, which is not the chief city of a department, and also in rural communes, the communal committees shall comprise :—The mayor of the commune, one priest, one teacher (the two latter to be nominated by the communal council should there be several in the commune), the president of the people's bank, and one landowner or farmer nominated by the departmental committee.

The functions of the members of the Central Committee and of the departmental and communal committees shall be honorary.

The said committees shall constitute the authorised agencies throughout the country for collecting the funds and distributing the relief.

They shall have the right to call upon any existing association to co-operate with them in the carrying out of their functions.

No other society, association, or person shall be permitted to collect funds for the above-mentioned purpose, without the consent of the Central Committee or of the departmental or communal committees. Any sums or effects collected shall be handed over to the respective committee.

25. Cultivable land not exceeding 5 hectares (app. 12½ acres) in extent, held as freehold property, or on a farming contract by men of the lower mobilised ranks, in the classes enumerated in §22, shall be cultivated collectively free of charge by the able-bodied population remaining in the commune.

For the carrying out of the said work, recourse may, upon the request of the communal committee, be had to compulsion by administrative order.

With respect to losses resulting from the non-execution of such agricultural work, provided it was ordered in due time, all the inhabitants of the commune who did not carry out the compulsory work shall be jointly and severally responsible in regard to any actions brought by the parties interested.

In the event of an action being brought, the said inhabitants shall be considered as forming a village association, and shall be summoned by means of a single writ and collective citation, in accordance with the procedure valid for the court before which the action is brought.

27. [Fixing of maximum prices.]

## IX. Russia

The legal regulations promulgated in Russia for the care of persons in the lower military ranks and of their families, as well as those relating to their pensions, have been compiled in the publication: "Guide to the provision made for persons in the lower military ranks and their families, and the regulation of pensions for such persons," edited by A. P. Tjutschew, St. Petersburg, 1915. Price 50 kopecks.

The "Order of 25th June-8th July, 1912, relating to provision for persons in the lower military ranks and of their families" (§§1-82 = §§807-888 of the Pension Order, Continuation; see the publication named above, p. 1), serves as a basis. In pursuance of this Order (§8 = §814 of the P.O.), the annual pension of persons in the lower military ranks amounts, as a rule, in Class I., to 216 roubles, in the event of total disablement (100 per cent.) combined with the necessity for constant care by third persons; in Class II., to 168 roubles, in the event of total disablement (100 per cent.), not entailing constant care by third persons; in Class III., to 108 roubles, in the event of serious reduction in earning capacity (70 to 100 per cent.); in Class IV., to 66 roubles, in the event of an average reduction of earning capacity of from 40 to 70 per cent.; and in Class V. to 30 roubles, in the event of a slight reduction in earning capacity (10 to 40 per cent.). The said amounts are increased by 10 per cent. in the case of non-commissioned officers who have served for not less than one year in this capacity, and by 20 per cent. for men who have served for not less than five years beyond their regular period of service (§10 = §816 of P.O.). The widows and orphans having lost both parents of the following persons are entitled to a pension (§45 = §851 of the P.O.):—(1) Victims of the war, who die within not less than one year after the signing of peace; (2) those who die within from one to five years of the signing of peace, provided the death is proved to be a direct consequence of the war; (3) those who die within three years at most of the termination of their period of service in consequence of military service in times of peace; (4) pensioners married not less than one year before their death. The widows' pensions (§46 = §852 of the P.O.) amount to 84 roubles for the widows of non-commissioned officers, etc., with not less than five years' re-enlistment service; 60 roubles for the widows of non-commissioned officers of not less than one year's re-enlistment service; and 48 roubles for the widows of all persons in the lower military ranks. The pensions for orphans having lost both parents (§49 = §855 of the P.O.) under the age of 17 years amount to one-half the pension of the mother in the case of one child, three-quarters of the pension of the mother in the case of two children, and the full pension of the mother in the case of three or more children.

Chapter IV. of this Order deals with:—

Provision for the families of persons in the lower military ranks, who are on active service in the mobilised sections of the Army or Navy, the home defence forces or the second reserves. The following is the text of the most important provisions:—

60. The families of persons in the lower military ranks shall be considered entitled to the maintenance allowance in pursuance of No. 3 of §807 of the P.O., if the said persons:

(1) were called to the colours at the time of mobilisation, to date from the day upon which they joined;

(2) were, at the time of mobilisation, retained on active service beyond the period of their peace service, to date from the day of the termination of the latter;

(3) were, at the time of mobilisation, taken on active service as volunteers, to date from the day upon which they joined ;

(4) have joined the home defence forces, to date from the day upon which they joined the said forces ; or

(5) have joined the second reserves, established by Order of the Military Authorities, to date from the day upon which they joined the said reserves.

The families of persons in the lower military ranks who, in consequence of partial or total unfitness for military service due to wounds, injuries or sickness, have returned home from the home defence sections of the Army or from the second reserves, shall continue to draw the maintenance allowances granted them, even after the return of the said persons from the forces, but not after the periods fixed in Nos. 2 and 3 of §885 of the P.O. (§866 of the P.O.).

61. The following members of the families designated in the foregoing Section, shall be entitled to a maintenance allowance :—

(1) The wife and the children of persons in military service, and

(2) the father, mother, grandfather, grandmother, brothers and sisters of the said persons, provided they are dependent upon the work of the latter. , (§867 of the P.O.).

NOTE.—The families of persons in the lower military ranks, who are members of the Old Faith or Sectarians and whose marriages, although not entered in the official registers, are valid in law, in virtue of the testimony of the local Authorities (gmina, stanitz, or in the Caucasus, village authority), shall be assisted in the same way as the families of persons whose marriages are entered on the marriage registers (§867, Note to P.O.).

62. Persons and institutions charged with the administration of the benefit, shall concern themselves especially with the care of the families of those persons in the lower military ranks, whether under orders to join the colours or on active service, who are widowers and whose families comprise minors or persons under age, or whose wives are incapable of looking after their own children, owing to absence, sickness or infirmity, or who lead an immoral life, so that the children cannot possibly be left in their care. At the same time, with respect to the minors and children under age referred to in the present Section, measures shall immediately be adopted to establish proper supervision or guardianship, in pursuance of the legal regulations (§868 of the P.O.).

63. The persons designated in §867 of the P.O. shall be entitled to receive a maintenance grant in cash for the calculation of which not less than 1 pood and 28 lbs. of flour, 10 lbs. of groats, 4 lbs. of salt and 1 lb. of hemp oil shall be allowed per month and per person ; for each child under the age of 15 years, a maintenance allowance of one-half the value of the above-mentioned articles shall be granted (§869 of the P.O.).

64. The able-bodied sons and daughters of persons called to the colours, who have completed the seventeenth year of their age, as well as the married daughters, shall lose their right to assistance. In the event of the proved incapacity for work of any of the above-mentioned persons, except married daughters, they shall retain their right to assistance even if they are above the stipulated age (§870 of the P.O.).

65. Immediately upon the declaration of war, the value of the provisions comprised in the rations (food allowances) shall be fixed in every locality (commune, district ; gmina, stanitz) by the competent Government (Provincial) Authority or the corresponding institutions, with the direct participation of the Administrators of the Domain and Control Courts or their substitutes.

While the assistance is being given, the value of the rations shall be revised on 1st September of each year, as well as upon the occasion of any important modification in the prices of provisions (§871 of the P.O.).

66. Simultaneously with the mobilisation declaration an exact local inquiry into the size of the families of the persons called up shall be undertaken in the districts affected (§872 of the P.O.).

67-75. [Inquiry into the size of the families through special Care Committees; election and supervision of these Committees; reports to be submitted by these Committees to the Circuit Assemblies, which fix the amount of the assistance for each individual family and communicate the same to the Government Authority, in order to obtain the necessary credits out of the State Fund; appeal proceedings; paying out of credits and accounts—65,575,000 roubles were granted in the first instance by Ministerial decision of 1st/14th August, 1914 (§873-881 of the P.O.).]

76. The maintenance allowances to families in need of assistance shall be paid out by the local (gmina, stanitza, or in the Caucasus, village) authorities, in the presence of a member of the Care Committee as well as by the Town Boards; in rural communes they shall be distributed four times a year in advance (March, June, September and December); in urban communes, and after the commencement of hostilities also in rural communes, every month in advance (§882 of the P.O.).

NOTE.—The absence of the member of the Care Committee shall not hinder the paying out of the maintenance allowances to the persons in need of assistance (§882 of the P.O.).

77. [Inspection in order to ascertain modifications in the sizes of the families in receipt of assistance (§883 of the P.O.).]

78. [The Communes to bear all the incidental expenses (§884 of the P.O.).]

79. The assistance shall be continued :—

(1) Until the person in the lower military ranks who is responsible for the maintenance of the family in receipt of assistance leaves the service and returns to his family;

(2) Until a pension out of State Funds is granted to the person in the lower military ranks, who has returned home in consequence of invalidity, or to the widow and orphans of such a person in military service who has fallen, died or disappeared, leaving no trace; and

(3) In all other cases, for not more than one year after the publication of the Imperial Order for the resumption of a state of peace or for the disbandment of the particular section of the army or for the dismissal of the home defence forces, or of the second reserves (§885 of the P.O.).

The assistance to be given persons in the lower military ranks, to whom the Order of 25th June/8th July, 1912, does not apply, is regulated by §§36, 37<sup>1</sup>, and 37<sup>2</sup> of the Order relating to War Benefits (*ibid.* p. 30). In pursuance of the provisions of the said Order, persons in the lower military ranks who, while on active service, are rendered unfit so to continue, as well as persons in the lower ranks of the reserves who are maimed during mobilisation, should they thus become unfit for work, and not be possessed of the means necessary for their own support nor have relatives willing to undertake the responsibility for their maintenance, receive three roubles per month out of the State Funds; those amongst them who are acknowledged to require personal care by third persons are to be accommodated in almshouses and benevolent institutions and,



should there be no vacancy, boarded with charitable persons and an allowance not exceeding six roubles per month is to be paid for their maintenance out of State funds. Persons in the lower military ranks, who become incapacitated for work after their dismissal to the reserves, owing to wounds, injuries or sickness contracted whilst on active military service, as well as soldiers of the home defence forces of the 1st and 2nd classes, who become incapacitated for work whilst on active service as a result of wounds or injuries, are also entitled to benefit by the above-mentioned measures respecting assistance and maintenance. The provisions referred to do not only apply to the above-mentioned persons in the lower military ranks, to which the Order of 25th June 8th July, 1912, does not apply; they apply also to persons in the lower ranks of the Militia in the Caucasian rural district, who have become crippled as a result of wounds received during the war, should they thus have become incapacitated for work and not be possessed of private means for their own support, nor have any relations willing to undertake responsibility for their maintenance, and to persons in military service in the Turcoman cavalry division. The manner in which the assistance is to be granted to all the persons in the lower military ranks designated above, to which the Section in question applies, is fixed by special regulations. (For these regulations, see *ibid.* p. 32.)

The following Decrees explain and supplement the provisions mentioned above :—

(1) Classification of the illnesses and physical injuries which entail the loss, or a reduction of earning capacity and entitle persons in the lower military ranks to a pension in pursuance of the Act of 25th June/8th July, 1912 (*ibid.* 57), sanctioned on 5th/18th February, 1913, by the Chief of the Ministry for the Interior, in agreement with the Ministers for Finance, for War, and of Marine;

(2) Notice relating to the application of the classification of the illnesses and physical injuries which entail the loss of earning capacity and entitle persons in military service in the lower ranks to a pension in pursuance of the Act of 28th June/8th July, 1912 (*ibid.* 63), sanctioned on 5th–18th February by the Chief of the Ministry for the Interior in agreement with the Ministers for Finance, War, and Marine;

(3) Notice, relating to the manner of granting and paying out maintenance grants and fares for persons in the lower military ranks, for their journey to the places fixed for examinations or re-examinations for fixing the admissibility of applications for pensions in pursuance of the Act of 25th June/8th July, 1912 (*ibid.* 67), sanctioned on 5th/18th February, 1913, by the Chief of the Ministry for the Interior, in agreement with the Minister for Finance and the Imperial Controller;

(4) Notice relating to the manner of paying out the pensions granted in pursuance of the Act of 25th June/8th July, 1912, with respect to provision for persons in the lower military ranks and for their families, by the local (gmina, stanitz, and, in the Caucasus, village) authority and relating to the manner of forwarding such pensions through the local pay offices to the Provincial Administrations, and to the institutions which represent them; sanctioned on 7th/20th November, 1913, by the Minister for Finance in agreement with the Minister for the Interior and the Imperial Controller.

The following measures making provision for soldiers and their families, and labour regulations have been adopted in Russia since the outbreak of the war :—

1. Circular letter addressed to the officials of the Factory Inspection Department by the section for Industrial Labour of the Industrial Department at the Ministry for Commerce and Industry. No. 6108. Dated 1st/14th August, 1914.

The number of workers at the disposal of our industry has been markedly reduced in consequence of the mobilisation. This circumstance has tended to create a serious shortage of labour in many factories and works, which threatens seriously to disorganise the work of these undertakings, many of which are called on to supply the requirements of our Army and Navy, which is of the utmost importance at the present. At the same time, from information to hand, it is clear that very many establishments, mostly of small importance, are being closed down for one reason or another, thus throwing out of work groups of workers, not numerous individually, but which, taken as a whole, undoubtedly represent a fairly considerable number. If a kind of information service with respect to offers and inquiries for work were to be established, these dismissed workers might, to a certain extent, serve to supplement the labour in the above-mentioned factories and works, which are not seeking a solution out of their difficulties by closing down. In this manner, on the one hand, workers who no longer draw wages would be given an opportunity of again procuring work, and, on the other hand, it would be possible to bring into more or less normal working again those industrial establishments which are now threatened with disorganisation, and to prevent a further spread of the stoppage in factories and works.

In view of these circumstances, it would be most desirable for the officials of the Factory Inspection Department to undertake energetically the duties of a Labour Exchange and to direct inquiries for work to those parts where there exists a demand for labour. To carry out this task, the officials of the Labour Inspection Department should notify the industrial organisations, where such exist, in the various Governments or Districts, or the owners of undertakings who, according to the information to hand, may have to close down and might require more hands or, finally, those institutions which, in the opinion of the senior Factory Inspector, might be of assistance in the matter (*e.g.* Administrative Authorities in towns and Zemstvos, Exchange Boards, etc.), of any information they may obtain concerning the closing of industrial establishments and consequently of fresh inquiries for work. At the same time, a Report, relating to the closing down of undertakings, shall be sent to the Department for Industry.

The Department for Industry, whilst requesting the officials of the Factory Inspection Department to participate actively in the carrying out of the measures introduced, also expresses the hope that this task will be approached on the part of the factory inspectors with intelligent interest, and that they will do everything in their power to ensure its success.

2. Order of the Ministerial Council, sanctioned by H.I. Majesty, relating to the care of families of paid servants in central and local institutions, as well as the families of paid labourers, workers and subordinate officials in State works, factories, workshops, and similar establishments called out on active service. Dated 9th-22nd August, 1914.

[The families of the former receive:—(1) full wages if they consist of wife and more than five children; (2) three-quarters of the wages if they consist of wife and from four to five children; (3) two-thirds of the wages if they consist of a wife and not more than three children; (4) one-half the wages in the case of the wife alone; (5) one-third of the wages in the case of dependent parents, grandparents, brothers and sisters; in the event of the family consisting—besides the wife and children—of parents, grandparents, brothers and sisters below the age of twelve years, these shall be reckoned as one child each. The families of the latter receive, in addition to the maintenance allowance in pursuance of §869 of the Pension Order: (1) one-half the wages, if they consist of wife and more than three children; (2) one-third the wages if they consist of wife and not more than three children; (3) one-quarter of the wages in the case of the wife alone; each other member of such families (*cf.* above) is reckoned as one child.]

3. Personal Decree by H.I. Majesty relating to the establishment of a Superior Council for the care of persons called up for military service, as well as of the families of wounded and fallen soldiers on active service. Dated 11th-24th August, 1914.
4. Measures adopted by the Government for relieving the families of reservists and of soldiers of the home defence forces called up on active service in Asiatic Russia. Published on 28th August/10th September, 1914.  
[Failing arrangements with the Zemstvos, the work of giving relief is entrusted in Asiatic Russia to the local officials of the Emigration Boards.]
5. Special Circular of the Ministerial Council relating to the manner of applying the Act of 25th June/8th July, 1912, concerning provision for the families of persons in the lower military ranks, who are on active service with the mobilised sections of the Army and Navy, the home defence forces or the second Reserves. Dated 19th August/1st September, 1914.
6. Personal Order by H.I. Majesty relating to the co-operation of the Zemstvos and civic institutions and of social activity for the assistance of the families of reservists and of soldiers of the home defence forces called up on active military service. Dated 29th August/11th September, 1914.
7. Regulations relating to the release of prisoners of war to work in private industrial undertakings. Dated 17th/30th March, 1915.
  1. In addition to the release of prisoners of war for work in State and public works on behalf of the proper authorities, for work on railways belonging to private companies and for agricultural work on behalf of the county councils (Zemstvo)—in pursuance of the provisions sanctioned by the Ministerial Council on 16th-29th September, 1914, 10th-23rd October of the same year, and 17th February/2nd March and 28th February, 13th March, 1915, prisoners of war may be released for work away from the seat of the war, for private undertakings in mining, smelting, and manufacturing industries, and other large industrial undertakings, possessing the importance of State or public works, subject to the following regulations (§§2-16):—

2. For work as described in §1, prisoners of war shall be released for each undertaking in groups of not less than 25 persons, provided that the number of prisoners shall not exceed 15 per cent. of the total number of workers in the undertaking concerned. The Minister for War, in agreement with the competent Ministries, may increase this percentage.

3. The undertakings, designated in §1, desirous of obtaining prisoners of war for the carrying out of work on their account, shall submit an application for the same to the competent factory inspectors, district engineers, or other corresponding officials. This application shall be forwarded by the above-mentioned officials to the local Governor for observation, who shall finally send it, together with his decision, to the Chief Office of the General Staff.

4. Applications made by private undertakings for the release of prisoners of war for the carrying out of work (§3) shall contain the following information :--

(a) the particular kind of work for which the release of prisoners is desired ;

(b) what railway stations or steamship landing-places shall serve as the destination of the prisoners ;

(c) the number of prisoners for each destination ;

(d) as far as possible the period for which the prisoners are desired ;

(e) the standing and surname of the persons authorised by the administration of the undertaking to receive the prisoners at each destination.

5. The application required under §4 shall be accompanied by a written declaration by the head of the undertaking that he is willing to comply with the conditions contained in the present regulations, which the undertaking in question must observe in making use of the work of prisoners.

6. On receipt of the decisions with respect to applications by private undertakings, sent through the Governors, for the release of prisoners of war for purposes of work, the Chief Office of the General Staff shall grant the said applications to the extent rendered possible by actual circumstances, and notify the Governors of the orders made concerning the despatch of groups of prisoners to the various destinations, the numbers in each group, the probable time of their arrival, and the place of departure.

7. Upon the request of a private undertaking (in which case this shall be noted in the application, §3, for prisoners), the persons duly authorised to take over the prisoners shall be admitted to the places from which the prisoners are sent off, for the purpose of directly choosing men with the necessary special knowledge. Such prisoners of war shall then be given over to the undertaking concerned, in so far as the local Military Authority does not encounter any special difficulties in the matter.

8. The delivery of the prisoners of war, the conveying of them to the work-place, and the expense of returning the prisoners for the purpose of handing them back to the Military Authority ; further, the maintenance of the prisoners—i.e., housing, feeding, medical attendance, supply of clothing, shoes, underclothes, and of necessary tools, as well as the cost of supervision—shall be at the charge of the undertaking. Separate accounts shall be kept for each of the enumerated expenditures. As far as possible, the prisoners of war shall have the same rations as men of the lower ranks. The accommodation for prisoners of war, which shall be suitably guarded, shall under all circumstances be separate from that for the remaining workers.

9. The prisoners of war applied for by private undertakings shall only be supplied to the latter to work for wages, the amounts of which shall be fixed by the undertakings in accordance with the existing local rates for each class of work. Not less than one-third of the wages earned by the prisoners shall be transferred to a special fund and paid into specially-opened accounts of the competent Ministries at their annuity deposit offices, and the undertakings shall keep separate accounts for each prisoner of war with respect to the amounts in this fund. Out of the remaining portion of the wages of the prisoners, all the expenditure entailed on the undertaking, in pursuance of the present provisions, shall be defrayed. Out of the remaining portion of the wages the undertakings may likewise allow those prisoners of war who distinguish themselves by their industry an allowance for the improvement of their rations, but not more than 20 kopecks per man per working day. This amount may be handed over to each working prisoner, after having been entered in his special account book. Any portion of the wages which may still remain shall be added to the special fund mentioned in the present Section for the personal account of each prisoner of war.

10. When the prisoners are taken over by the person authorised by the undertaking to receive them, a list of the names of the prisoners taken over shall be drawn up and signed by the said person and by the person handing them over. With the signing of this list the prisoners shall pass under the charge of the Government Authority, and all expenses shall be borne by the undertaking taking over the prisoners.

11. The supervision with respect to the observance of all obligations which the private undertakings have incurred in regard to the prisoners supplied to them shall fall on the local Government Authority, and shall be carried out by them with the co-operation of the officials of the Factory and Mining Inspectorates and the police.

12. As regards the duration and arrangement of the working hours, the prisoners shall be subject to the general rules of internal management established for the undertaking concerned.

13. General control as regards the supervision of prisoners of war working in private undertakings shall rest with the Government Administration. The supervision shall be carried out by the local police, for whose assistance, by the orders of the Government Authority, special guards shall be appointed in accordance with the actual requirements, on account of the undertaking concerned. The resulting expenses shall be defrayed out of the two-thirds of the wages of the prisoners retained by the undertaking (§9).

14. With respect to all changes in the conditions of the prisoners (death, sickness, etc.), and also in the event of any prisoners escaping, or of any other very important occurrence, the management of the undertaking shall immediately notify the Government Authority, and the latter shall transmit the report to the Chief Office of the General Staff without delay.

15. Should prisoners of war commit criminal acts, punishable under the Penal Code, they shall be handed over to the local Military Administration.

16. In pursuance of the Order of 7th-20th October, 1914, relating to prisoners of war, sanctioned by His Imperial Majesty (Legislative Code §2568), immediately upon request by the Ministry for War the prisoners of war shall again be placed at the disposal of the said Ministry.

17. More detailed instructions as regards the application of the present provisions shall be supplied to the private undertakings by the Governors, and the latter shall apply to the Chief Office of the General Staff for the elucidation of any differences of opinion that may arise.

## X. Sweden \*

1. *Kungl. Maj: ts nadiga förordning om understöd i vissa fall at sadan värnpliktligs familj, som fullgör tjänstgöring till rikets försvar.* Den 13. augusti 1914. (Soc. Medd. 1914, 719.)

Royal Decree respecting the granting of assistance, under certain circumstances, to the families of persons liable to military service who render services for the defence of the kingdom. Dated 13th August, 1914.

For the period during which a person liable to military service is called up for service in defence of the kingdom or is retained for the same purpose after the conclusion of peace, his family, including those persons enumerated in the Act relating to persons liable to military service, §16, No. 2, shall receive an allowance out of State funds amounting to 1 kr. for every day the said person remains in the service (including the day he joins and the day of his dismissal), together with a supplementary allowance of 25 öre per day for every child under the age of 15 years, should the family be in need of such a maintenance allowance, as provided for in the present Order.

Detailed provisions, relating to the conditions under which the above-mentioned allowances shall be granted and, in general, to the application of the present Order, shall be promulgated by the King.

The present Order shall come into force immediately ; in regard to persons liable to military service who, during the year preceding the coming into force of the present Order, had already been called up for the defence of the kingdom, the said allowance shall be granted as from the day on which they took up their duties.

2. *Kungl. Maj: ts nadiga kungörelse angående tillämpning av förordningen den 13 augusti 1914 om understöd i vissa fall at sadan värnpliktligs familj, som fullgör tjänstgöring till rikets försvar.* Den 14 augusti 1914. (Soc. Medd. 1914, 720.)

Royal Notification relating to the application of the Order of 13th August, 1914, concerning the allowances to be granted, under certain conditions, to the families of such persons liable to military service, who render services for the defence of the Kingdom. Dated 14th August, 1914.

3. *Kungl. Maj: ts nadiga kungörelse om ändrad lydelse av §2 i förordningen den 1 juni 1912 om understöd i vissa fall at värnpliktligs hustru och barn (familjeunderstöd).* Den 17 september 1914. (Soc. Medd. 1914, 1043.)

Royal Notification to amend §2 of the Order of 1st June, 1912,† relating to the allowances to be granted, in certain cases, to the wives and children of persons liable to military service (allowances to families). Dated 17th September, 1914.

\* With respect to the work of the State Commissions established immediately at the beginning of the European Crisis on 10th, 11th and 13th August, 1914 (Unemployment Commission, Industrial Commission, Foodstuffs Commission, and War Insurance Commission), see "Sociala Meddelanden" of the Swedish "Socialstyrelse" 1914, pp. 703, 843, 1101, 1221.; 1915, pp. 87, 193.

† The said Order is worded as follows:—

*Kungl. Maj: ts nadiga förordning om understöd i vissa fall at värnpliktligs hustru och barn (familjeunderstöd).* Den 1. juni 1912. (Soc. Medd. 1914, 715.)

Royal Order relating to the allowances to be granted, in certain cases, to the wives and children of persons liable to military service (allowances to families). Dated 1st June, 1912.

The allowance shall be paid at the following rate for every day which the person liable to military service shall be entitled to claim as a service-day (including the day of admission and the day of dismissal) :—

for an able-bodied wife and 1 child .. .. .	75 öre
„ „ „ „ 2 or more children .. .. .	100 öre
„ a less able-bodied wife .. .. .	75 öre
„ „ „ „ and 1 child .. .. .	100 öre
„ „ „ „ 2 or more children .. .. .	125 öre
„ 1 child where the father is a widower or separated ..	75 öre
„ 2 or more children where the father is a widower or separated .. .. .	100 öre

For the period during which the person liable to military service participates in the training of reserves or of the Landsturm, the allowance shall be increased by 40 per cent.

Illegitimate children shall have the same rights in regard to the allowance as legitimate children.

No allowance shall be granted to able-bodied wives without children.

The present Notification shall apply from the commencement of the 1914 autumn training period for recruits (inclusive).

4. *Kungl. Maj: ts nådiga kungörelse angående understöd at medellösa arbetslösa samt bidrag av statsmedel därtill.* Den 28 september 1914. (Soc. Medd. 1914, 858.)

Royal Notification relating to the allowances to be granted to the destitute unemployed, and to State subsidies\* for the same. Dated 28th September, 1914.

1. Where, in pursuance of the provisions of the present Notification, an allowance has been granted to an unemployed person out of funds set aside for the purpose by a commune or a provincial assembly (Landsting), the commune or provincial assembly concerned shall be entitled, in regard to the allowance

1. For the period during which, in times of peace, a person liable to military service fulfils his military duties in pursuance of the existing regulations, his wife and children shall be entitled to allowances out of State funds in accordance with the rates fixed in the present Order, in so far as the necessity for such maintenance allowances shall be proved.

2. [Replaced by the above-mentioned Notification of 17th September, 1914.]

3. The person liable to military service shall himself contribute towards the allowances to which his wife and children are entitled, to the extent of the whole of his additional cash pay (penningtillskott), should he be in receipt of such, as also of that portion of his cash pay (penningbidraget) which exceeds 20 öre per day.

4. Detailed provisions, relating to the conditions under which allowances shall be granted and relating in general to the application of the present Order, shall be promulgated by the King.

The present Order shall come into force on 1st December, 1912.  
Appertaining thereto :—

*Kungl. Maj: ts nådiga förordning angående tillämpning av förordningen den 1 juni 1912 om understöd i vissa fall at värnpliktigs hustru och barn (familjeunderstöd).* Den 10. juni 1912. (Soc. Medd. 1914, 716.)

Royal Order relating to the application of the Order of 1st June, 1912, concerning the allowances to be granted, in certain cases, to the wives and children of persons liable to military service (allowances to families). Dated 10th June, 1912.

\* In virtue of a decision by the Reichstag, 5,000,000 Kroner have been set aside for this purpose.

thus granted, to a subsidy out of State funds, in the proportion stipulated in the following provisions.

The State subsidy shall only be applied in respect of allowances granted to Swedish citizens of unblemished character, domiciled within the country, and to their families, provided the applicants :—

- (1) are over 15 years of age,
- (2) are able-bodied,
- (3) have not been admitted to a workhouse during the year 1914 for any reason other than sickness and have only quite occasionally during the same year before 1st August been in receipt of assistance from the outdoor relief department either for themselves or their families ;
- (4) shall have applied for work at a public labour exchange, but not found any ; and
- (5) shall have been in need of such assistance in consequence of undeserved unemployment for a period of not less than six days after the application for assistance was submitted.

A State subsidy may not be claimed for a period preceding the day on which the application was submitted.

2. The application for assistance shall be submitted to the Unemployment and Relief Committee, established in pursuance of the Circular Letter of 18th August, 1914, in the commune in which the applicant is domiciled, or, failing such a committee, to the communal board or the corresponding communal authority.

The application shall be accompanied by a baptismal certificate, and also, if necessary, by a certificate stating the occupation of the applicant and, should the latter be a workman, the nature and duration of his last employment and the name of his employer.

The last-named certificate shall be drawn up either by the employer or trade union concerned, or by some corresponding organisation or by two persons well known in the district.

Should the applicant not be a native of the commune, and should he therefore not have been in receipt of any assistance in pursuance of §7 or §8, the corresponding committee or communal authority may direct him to apply for relief to that commune in which he has denizen rights.

3. Where an application has been submitted, the committee or communal authority concerned shall, in the first instance, try to give the applicant a suitable opportunity of providing for himself by his own work. Should this prove to be impossible, the committee or the communal authority, after making any further inquiries which may seem desirable and after carefully investigating the extent of the applicant's need, shall decide without delay whether the application shall be sanctioned and, if so, for what amount, from what date, and in what manner the assistance shall be granted.

4. The allowances which have been sanctioned shall be distributed by the committees or communal authorities concerned : according to circumstances the allowances may be paid out in cash, or wholly or partly in kind—*i.e.*, provisions, facilities for work, articles of clothing.

5. Should a person in receipt of assistance find work, his allowance may be discontinued. In the event of his again being unemployed, a fresh investigation shall be required to decide from what date and to what amount he shall again be assisted.

6. Should it become known that a person in receipt of an allowance is not leading an orderly and sober life, the committee or communal authority concerned shall decree the suspension of the allowance previously granted.



Every person in receipt of assistance shall, at stated times, call in person at the offices of the public labour exchange of the place concerned, and shall be under an obligation to accept any work assigned by the labour exchange. He shall, moreover, also give notice to the said labour exchange of any work he might have obtained elsewhere and of his departure from the place, should he contemplate this. Should the person in receipt of assistance not comply with these regulations, the committee or communal authority concerned shall be authorised to suspend the granting of further assistance in that case also.

In the above-mentioned cases, the assistance granted to the person concerned shall, according to the circumstances, be suspended entirely or in part until further notice, for a given time or permanently.

7. As a rule, assistance shall only be granted to applicants who have denizen rights in the commune; it may, however, also be granted to other persons, provided they are permanently domiciled within the commune and seem more likely to be able to make a living there than in their native commune.

Should assistance be refused to a person as referred to above, but should it seem advisable to advance him the travelling expenses to his native commune, the State shall bear half the said costs.

8. Where assistance has been refused to a person by the commune in which he is domiciled because he has no denizen rights in the said commune, the said assistance may be granted by the unemployment and relief committee for the district (district relief committee) established in pursuance of the circular letter referred to, should the necessity thereof be proved to be well founded; subject to the above-mentioned assumptions and rates, the assistance shall in this case also be granted out of State funds.

9. Assistance out of State funds shall be granted for every person to the same amount as the assistance already granted to the said person out of the funds set aside for the purpose by the commune or provincial assembly, but not, however, to an amount exceeding—

60 öre per day for a man and his wife.

40 öre per day for a single person above the age of 18 years.

25 öre per day for a single person above the age of 15 but below the age of 18 years.

12½ öre per day for every legitimate or illegitimate child.

10. The allowance, as well as the above-mentioned travelling expenses, shall be advanced by the committee or communal authority concerned, but shall be refunded out of State funds up to the amount to be covered at the above-mentioned rates out of such funds, provided always that the amount granted to the applicant for the said purpose out of communal funds shall not constitute poor relief.

The committee or communal authority concerned shall be entitled, in pursuance of the above-mentioned stipulations to draw out of State funds upon the termination of every month, an amount sufficient to cover the allowances paid out. The application for the same shall be addressed by the communal committee or communal authority to the District Relief Committee concerned and shall be transmitted by the latter, together with a statement of opinion, to the King's representative of the administrative district, to which authority the District Relief Committee shall also submit the application for the State subvention in regard to the assistance granted in pursuance of §8. The King's representative shall then examine, in accordance with the above-mentioned provisions, whether a State subvention shall be granted, and also fix the amount of such subvention should it be sanctioned, and notify the same

to the committee or authority which has paid out the allowance. In regard to such examination, special care shall be taken to ascertain that no excessive prices shall have been charged for allowances made in kind.

The present Notification shall come into force immediately.

5. *Lag om förfogande över vissa varor vid en krig eller krigsfara.* Den 9. oktober 1914. (Soc. Medd. 1914, 887.)

Act relating to the disposal of certain goods in the event of war or danger of war. Dated 9th October, 1914.

6. *Kungl. Maj: ts nadiga förordning angående siktning af rågmjöl.* 2 mars 1915. (Soc. Medd. 1915, 201.)

Royal Order relating to the grinding out of rye flour. Dated 2nd March, 1915.

## XI. Switzerland\*

### (A) FEDERATION.

*Kreisschreiben des Bundesrates an sämtliche Kantonsregierungen betr. Verwendung des Notstandsfonds für Hilfsbedürftige.* Vom 2. Februar 1915. (Schweiz. Bundesblatt 1915, I, 142.)

Circular Letter of the Federal Council addressed to all the Cantonal Governments relating to the expenditure of the Emergency Fund for necessitous persons. Dated 2nd February, 1915.

\* In Switzerland, the Order of 21st January, 1910, which, for the sake of completeness, we give below, regulates matters relating to the assistance to be granted to the dependants of persons in military service :

Order relating to the assistance to be granted to the dependants of persons in military service. Dated 21st January, 1910. (Gesetzsammlung 1910, p. 94.)

1. Where the dependants of persons in military service are in necessitous circumstances as a result of the said service they shall be adequately assisted. Such assistance shall not be treated as poor relief.

The said assistance shall be granted for the entire duration of the military service (the days of assembling, admission and dismissal included).

The wife and the children of the person in military service shall be held to be entitled to assistance in the first instance, and after them any relations who are dependent on him or with whom he jointly maintains a household.

2. The assistance shall be granted through the Commune in which the dependants of the person on military service are domiciled ; should they reside in a foreign country through the Commune in which they have denizen rights. The communal authority shall fix the amount and the nature of the assistance, and shall also draw up any other regulations which the circumstances seem to render necessary.

The said authority shall submit a report to the Cantonal Authority, and the latter to the Swiss Military Department.

3. The allowance shall not exceed the average daily earnings of the soldier, less an adequate sum for his own maintenance (e.g., 1 fr. per day).

When fixing the amount of the assistance, the personal circumstances and the number and age of the dependants shall also be taken into consideration.

The earnings of the dependants living together as one household shall be taken into consideration.

The daily allowances shall not exceed :—

(a) in urban districts : 2 frs. for the wife, 70 c. per child ;

(b) in rural districts : 1.40 frs. for the wife and 50 c. per child.

The allowance for other persons shall be calculated in proportion to the above rates.

## (B) CANTONS.

## SOLOTHURN.

*Verordnung betr. die amtliche Vermittlung zur Beilegung privater Anstände aus Lohnverkürzungen und Dienstentlassungen während der Dauer der Kriegswirren.* Vom 21. Dezember 1914.

Order relating to official conciliation for the settlement of private complaints arising from reductions in wages and dismissals during the disturbance caused by the war. Dated 21st December, 1914.

## [EXTRACT.]

## I.—ORGANISATION.

1. [District Conciliation Commissions. Object and Composition.]
2. One Conciliation Commission composed of nine members shall be established in each of the five districts of the Canton. Three members each shall be chosen from among the employers and the workers and two further members on each Commission shall be chosen from among persons having no economic interests in the question; the chief magistrate of the district or, should he be prevented, his deputy shall act as Chairman.
3. [Offices of the Commissions.]
4. [Remunerations.]
5. [Gratuitous use of the Conciliation Commissions.]

## II.—PROCEDURE.

6. [Statement of Complaints.]
7. [Time and Place of Sitzings.]
8. Every employer, against whom a complaint is submitted, shall be invited by the chief magistrate to appear at the particular sitting of the

4. In no case, however, shall the amount of the allowance exceed the nett daily earnings (§3, par. 1).

Where the person in military service is in receipt of his wages for the duration of the said service, no assistance shall be granted. Where he is only in receipt of part of his wages, assistance shall only be given if the reduced wages are insufficient for the maintenance of the persons entitled to assistance.

5. Reports with respect to the assistance shall be presented on forms to be obtained from the Superior War Commissariat.

6. The said reports, together with statements of the amounts paid out, shall be sent every month to the Swiss Military Department through the Cantonal Authority.

January 31st of the year next following the year of service shall be fixed as the last day on which claims may be enforced.

7. The Communal Authority shall execute free of charge all work resulting from the granting of such assistance.

8. The Swiss Military Department shall examine the reports and statements of sums paid out. The said Department shall be entitled to institute inquiries in regard to the earnings of the person in military service and of the economic circumstances of the dependants in receipt of assistance. The Cantonal and Communal Authorities shall be compelled to give to the Military Department all information asked for.

9. After any differences which may arise have been duly settled, the Swiss Military Department shall decide whether the decisions arrived at shall be sanctioned and shall arrange accordingly for the payment of the Federal share to the Cantons.

The Federal Government shall pay three-quarters of the recognised outlay incurred by the Communes, and the Canton shall pay one-quarter.

10. Appeals against the decisions of the Military Department may be lodged with the Federal Council, whose decision on orders made by the Communes shall be final.

11. No claims for reimbursement shall be admitted in regard to any assistance paid out.

Should, however, assistance have been obtained by fraud, it shall be refunded. The offenders may, moreover, be handed over to the competent courts for punishment.

12. The present Order shall come into force on 1st March, 1910.

Conciliation Commission, or to appoint a duly accredited representative for the purpose. In the same manner, plaintiffs shall be cited to appear on the appointed day.

When lodging the complaint, as well as during the proceedings before the Commission, both parties shall have the right to be assisted by advisors, especially by the Secretaries and other authorities of their trade associations.

9. [Expert assessors.]

10. The Commissions, under the directions of their Chairmen, shall endeavour in every way to bring about an amicable settlement of the differences, whether connected with dismissals or reductions in wages, which affect the maintenance of normal relations between the plaintiffs, workers or employees and the firms or other employers, and shall in every case give due consideration, both with respect to the employers and to the workers, to all existing economic considerations affecting this question.

The Commissions shall in every case bear in mind that, contrary to the duty incumbent on the Industrial Arbitration Courts to give judgment in disputes on questions of civil law, they have no power to give a decision binding on the parties, but that, on the contrary, they are to endeavour to effect an understanding by way of amicable conciliation.

11. During the conciliation proceedings, the Commissions shall give due consideration to any difficulties which the firms may have in procuring raw material or half-finished goods and also to the decreased market for finished goods and to the lack of other conditions requisite for normal trade. Consideration shall be given to endeavours to maintain the employment and earnings of the employees and workers by continuing the working of an undertaking, even without any profit to the employer. Workers and employees shall be informed concerning the manufacturing conditions, so that, where at the present moment factories can only be worked at a loss or without gain, they may recognise that this loss is shared by the employers and that for the workers a reduced income is always better than none at all. In such cases, the Commissions will find no difficulty in convincing the workers that it would not be wise to change the existing goodwill into the very opposite by issuing official regulations, and that it would be short-sighted to end in this manner by causing undertakings to be closed down.

On the other hand, the Conciliation Committee shall enforce the whole moral weight of their authority against employers who, without sufficient reason, reduce wages or dismiss workers, instead of introducing a system of shifts, or, like other firms in the same branch of trade, instead of causing reserve stock to be manufactured to a certain extent, for whom there is, therefore, not sufficient excuse and against whom the workers' complaints are justified. Every effort shall be made to prevent heads of undertakings, whose establishments are at present being worked actively—in some cases even under pressure—from enforcing or to urge them to cancel dismissals or reductions in salaries and wages since normal working demands normal wages. It shall be the duty of the Commissions to convince firms and private employers of the evils of a contrary attitude under present circumstances, and to point out emphatically to them their economic obligations. From the spirit of solidarity of the employers, it may be expected that, wherever possible, they will avoid dismissing any employee, and that, where reductions in wages are rendered necessary by the business conditions, these shall not be lowered to any avoidable extent. Where such measures might perhaps for the moment, and still at the time of the conciliation proceedings, be considered as entirely or partially justified, an endeavour shall be made to limit their application to

the critical period and, in order to pacify the unrest, the Commissions should make every effort to obtain from the heads of undertakings an assurance of the speedy return to normal conditions.

12. Should one of the parties, upon the termination of the proceedings, reject the conciliation proposal, or should one of the parties not have put in an appearance during the course of the proceedings, or should both parties have absented themselves, then, unless the probable uselessness of further efforts is clearly proved, the Commission shall meet a second time within eight days and continue their attempts at conciliation.

If, in the meanwhile, the conciliation proposal, rejected during the first sitting, should be accepted, the chief magistrate shall enter this fact in the Minutes and at the same time communicate it to the opposite party and to the Department for Commerce and Industry.

13. The Commissions shall in every case retain the right, should it seem in the public interest, to cause an extract from their proceedings to be published in the Official Gazette (Amtsblatt). Such an order shall be subject to the assent of two-thirds of the members of the Commission concerned.

The publication of the conciliation result will serve, on the one hand, to justify, before the public, employers who give proof of their willingness to deal fairly within the measure of the economic means at their disposal, or who have been unjustly accused of want of solidarity, and, on the other hand, the population may thus be given a clear insight into the case, should an employer or a worker render an amicable settlement impossible, by not appearing at a sitting called together for the purpose of settling a dispute, or by refusing to take part in the proceedings, and thus tend to aggravate both the industrial, and the political situation.

### III.—FINAL REGULATIONS.

14. [Date of coming into force and duration of application.]



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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

Notes on the Laws and Orders contained in preceding numbers  
of the *Bulletin*.

Summary of Legislation in the United States of America  
(1913-1914).

Parliamentary Notes.



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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

## Notes on the Laws and Orders contained in Vol. X., Nos. 1-4.

### SUMMARY.

#### Labour Legislation.

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##### NATIONAL WORKMEN'S INSURANCE.

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# 1. National Labour Legislation

## 1.0. Labour Legislation of General Application

### 1.00. FACTORIES AND WORKSHOPS.

*AUSTRALIA : Victoria.* The development of the Victorian system of factory legislation in the period 1912-1914 began with the consolidation into the Act No. 2386 of 7th December, 1912 (Title E.B. X., p. 85, No. 5) of scattered material from eight different Acts. This Act introduced only minor drafting amendments. Thus altogether up to 1912 the Factory Acts of Victoria were amended 19 times and consolidated twice.

In November, 1912, the Government introduced a bill of 38 clauses to amend the Factories and Shops Acts. The principal object of this Bill was to introduce the Saturday half-holiday uniformly in the whole State, and to enforce the registration of all shops. The Bill met, in general, with approval in the Lower House, the Legislative Assembly, but the Upper House, the Legislative Council, to which the Bill was not referred until shortly before the close of the Session, did not consider most of its provisions for lack of time and merely adopted a few Sections which were absolutely essential for administrative purposes, namely, as follows :—(1) The Wages Board for Hotel Employees was empowered to fix different rates according to whether or not the employee received board and lodging from his employer ; (2) the Section respecting the employment by the employer of his own children was made clearer ;] (3) the temporary provision contained in §185 of the Principal Act was deleted so that the regulation of the work of apprentices and improvers might be continued after 31st December, 1912 ; the annual holiday for particular industries was to be fixed by Order instead of by reference to Parliament. The Bill, thus abbreviated, became law on 31st December, 1912 (No. 2447 ; Text E.B. X., p. 85, No. 7).

In the autumn of the following year, the Government introduced a Bill similar to that of the previous year. The Minister of Labour, Sir Alexander Peacock, who 17 years before had introduced the system of wages boards with the First Factory Act, referred in the debate on the second reading in the Legislative Assembly to the rapid and successful development of this institution : on the introduction of the Factory Act there had been six wages boards and 3,370 registered factories and 40,814 workers ; in 1913 there were 132 wages boards to about 8,000 registered factories and approximately 120,000 workers (or including those not employed in factories, about 150,000).

## II.

The principal innovations proposed in the 45 clauses of the Bill dealt with :—(1) The extension of the shops regulations, which formerly applied only to towns, to all parts of the State, with the result that all shops must be registered ; (2) the introduction of a Saturday half-holiday for all shops ; (3) the introduction of more stringent requirements respecting the guarding of machinery ; (4) the extension of the scope of the wages boards ; (5) the introduction of a 24-hour day of rest for employees in hotels and restaurants, and (6) the abolition of the Court of Industrial Appeals in its then form (consisting of a Judge of the Supreme Court), and the use of industrial authorities (Presidents of Wages Boards) for the purpose of forming the Court.

The Bill was debated by the Legislative Assembly in the winter 1913-1914 and approved in all essential points. But as a result of a Parliamentary crisis, it again reached the Upper House so late that it could not be dealt with before the conclusion of the Session. In order to avoid further delays, the Legislative Assembly passed the Bill with only slight drafting amendments through its three readings again at the beginning of the Session of 1914, and then referred it to the Legislative Council. The desire expressed in manufacturing circles outside Parliament that the Bill should be removed from the orders of the day in view of the conditions created by the European war, met with only a weak response in spite of the opposition majority in the Upper House sympathetic towards the employers. The proposal was opposed from the Government benches on the ground that it was the duty of the House to complete the work begun, that the employers, as a class, could not wish to exploit the present industrial depression to their advantage ; that the wages board legislation of Victoria justified itself especially in times of crisis, thanks to its elasticity ; and that the boards were always in a position to reverse and modify any determinations which might be difficult to carry out. Consequently the Legislative Council considered the Bill, but made allowance for the employer's point of view in various amendments and additions. Thus the holiday for hotel employees was deleted, the prohibition of black lists (in order to make boycotting impossible) and, as in Queensland, of the differential treatment of members and non-members of trade unions (with the object of protecting unorganised workers) was adopted, and the exclusion of trade union secretaries from election to wages boards (and likewise to the Court of Industrial Appeals) which the Government Bill had intended to remove, was re-introduced. In addition, the Legislative Council adopted detailed provisions imposing penalties in case of strikes and lock-outs, in spite of the fact that the Government's spokesman drew attention to the small number of trade disputes in Victoria. (For each 100,000 workers there were in 1913, 30·2 strikers in New South Wales ; 19·1 in Tasmania ; 10·8 in Queensland ; 9·9 in West Australia ; 9·1 in South Australia ; and 8·9 in Victoria.) Most of these amendments had to be again abandoned in view of the opposition of the Lower House ; but the Legislative Council succeeded in maintaining the exclusion of trade union secretaries from the wages boards. The existing Act provided in §136 (2) that the representatives of employers and employees on the Special Boards (as the wages boards are called in Victoria) must actually be *bona fide* employers or employees respectively in the trade or have been so for six months in the course of the three years immediately preceding their appointment. By this rule, trade union secretaries whose employment in the trade, even if it could be proved at all, had usually ceased many years previously were excluded from election to the Special Boards. The Legislative Assembly endeavoured to remove this

### III.

restriction by a clause to the effect that persons who had, at one time, been *bona fide* employers or workmen in the trade, should not be excluded. But the Legislative Council restored the original phrase. On 7th October, 1914, Sir Alexander Peacock, formerly Minister of Labour and now Premier, emphasised in the Lower House the fact that no such restriction existed in the other Australian States, that in the first years of the Factory Act before the restriction was introduced, the wages boards had not worked less smoothly than they did later, and that, in a Shoe Trade Conference consisting of employers and workers from all parts of Australia, even the employers were unanimous in holding the Victorian conditions undesirable—since the shoe workers might not propose their secretary, Mr. Long, they had refrained altogether from nominating a representative on the Special Board, so that at the time there was no Special Board in Victoria for the shoe trade. (Parliamentary Debates, 1914, p. 2,000.) The Lower House tried to meet the objection of the Upper House to some extent by a clause to the effect that one of the representatives of employers or workmen need not satisfy the usual qualifications provided he had worked in the trade at one time. However, when the Legislative Council rejected this also, the Lower House abandoned their opposition but adhered all the more emphatically to the deletion of the clause prohibiting strikes.

Apart from drafting amendments and other unimportant alterations, the following points may be noted in the various Sections of the Amending Act which became law on 2nd November, 1914, as No. 2558 (Text E.B., p. 87, No. 11) :

Section 1 fixed the date of the commencement of the Act on 1st January, 1915.—Section 2 extends the regulation of shops to all parts of Victoria, as mentioned above.—Section 3 lays down the rule that all shops (except shops for the sale of fresh, uncooked meat, hairdressers' shops, chemists' shops, coffee-houses, confectioners' shops, eating-houses, fish and oyster shops, restaurants, tobacconists' shops and booksellers' and newsagents' shops) must be closed on Fridays from 10 o'clock in the evening and from 1 o'clock in the afternoon on Saturdays. Different regulations may, however, be allowed by Order, on a petition to this effect being made by a majority of the shopkeepers concerned, applicable to all shops or all those of any particular kind in any municipal district or specified locality ; the exception was adopted in view, especially, of the needs of places situated on the boundary close to places in New South Wales (*e.g.*, Moama, which is close to Echuca).—Section 5 provides, in conformity with an arrangement which was already customary in country districts, that members of the police force may be appointed by the Minister of Labour to act as inspectors of factories.—Section 6 empowers the Department of Defence of the Commonwealth to inspect the factory registers for the purpose of tracing persons who have evaded naval or military training.—Section 7 authorises the Board of Public Health alone to issue regulations for the protection of health ; this function was previously shared with the Ministry of Labour.—Section 8 consists chiefly of drafting amendments to §37 of the Principal Act, dealing with the hours of work of young persons and women ; it contains one new provision, however, to the effect that young persons and women may not work more than 10 hours on any day or later than 9 o'clock in the evening.—The object of §9 is to combat the evasion of the Factory Acts by Chinese employed in furniture works. The former Act provided in §38 that in factories where Chinese were employed or furniture was made, no person might

#### IV.

be employed before 7.30 a.m. or after 5 p.m., or on Saturdays after 2 p.m., or on Sundays at any time whatever, or work for himself or for hire either directly or indirectly, or employ or permit any person so to work, and strengthened the control of Chinese labour by extending the definition of "factory" to places where only one Chinese person was employed. In spite of this, the Act was still evaded. The Hie Lee case gave rise to the necessity of still further strengthening the law. A Chinese of that name was employed after hours, but represented to the inspector that he was the occupier of the room in question and was working on his own account. The High Court decided in favour of the defendant, on the ground that "work" within the meaning of the Act was work by way of trade or for purposes of gain, so that the defendant's work in the case in question was not illegal. In order to prevent any further legal decisions on these lines, §9 of the Amending Act extends the definition of "work" to the performance of "any of the operations usually carried on in the factory."—Sections 12 to 16 contain the provisions strengthening the requirements as regards the fencing of machinery, mentioned above: the employer is made responsible for providing and maintaining the guards, and penalties may be imposed on workers who contravene the regulations for the prevention of accidents.—Section 18 prohibits the employment of a woman among or near moving machinery unless her hair is cut short or confined close to her head, and also of men wearing any apron or loose garment.—Section 21 substitutes for the "written consent of the Chief Inspector," which was formerly necessary before overtime could be worked, merely previous notification in writing sent to the Chief Inspector; this is considered sufficient in view of the fact that the legal necessity to pay one-and-a-half times the usual wages and also tea-money is, in itself, an adequate guarantee against excessive overtime.—Section 22 introduces the registration of shops, for statistical purposes mainly.—Section 127, Sub-section (1), (d), of the Principal Act, had exempted certain branches of the carrying trade from the limitations of working hours applicable to that trade. Section 23 of the Amending Act considerably extends these exemptions, namely, to cabdrivers, tram or motor omnibus drivers, persons delivering parcels of laundry work, persons carting flowers to market, newspapers or materials for repairing tramways, waterworks, electric light or gasworks, or any other public utility, and persons removing animal refuse.—Section 24 requires time-books to be kept for "stablemen" in addition to carters.—Section 26 contains certain new provisions as regards the appointment of "special boards." The principal point in dispute, namely, whether trade union secretaries should be eligible to the special boards was, as mentioned above, settled by the retention of the original Sub-section (2) of §136 of the Principal Act, which in principle excludes such persons from the boards. It is, however, possible that they might in certain cases procure admission to the boards through the new Sub-section (5) of §136, which provides that when a sufficient number of qualified persons cannot be found to act on a board, the Government may appoint "any persons who have been engaged in the trade concerned to be representatives of the employers or the employees on such board." Two further additions to §136 of the Principal Act were adopted in the interests of country districts: the representatives of employers and employees on a board must now reside in the locality to which the determination of the board applies, so that boards set up for country districts must consist of representatives of such districts; in addition, where one-fifth of the employers or employees in any trade carry on such trade outside the Metropolitan district, at least one each of the representatives on the board of employers and employees respectively must reside

or carry on his business outside that district.—Section 28 extends the powers of the special boards in the matter of overtime. According to §141 (c) of the Principal Act, a special board was required to fix a higher rate of wages for overtime worked in any week ; but it could also fix the hours for beginning and ceasing work each day, prescribe a higher rate of wages for overtime and determine special rates for work on Sundays and holidays. Under the new provisions, a special board can, as before, lay down an overtime rate for work in excess of the weekly limit or fix the hours for beginning and ceasing work ; in the latter case, the board is required to prescribe higher rates for any hour or fraction of an hour worked (i.) outside the hours so fixed, (ii.) within the hours so fixed, but in excess of the weekly limit of hours ; it can also (this is a new provision) fix the hour of beginning and ending each shift, and determine different rates for the day and the night shifts, as well as overtime rates ; a board may also now fix rates for daily overtime and lay down special rates to be paid to an employee who works away from his employer's place of business, in respect of the time taken to get to work ; it retains the former power to fix special rates for work done on Sundays or holidays.—Section 29 defines the expression "casual work" as work during any week for not more than half the maximum hours fixed by the special board for the trade in question.—A provision which was adopted by the Legislative Assembly in 1911, but rejected by the Legislative Council, is introduced in §30, according to which the Coal Miners Board may, if it thinks fit, make rules regulating cavilling for places which are worked at piece-work prices ; such cavilling must be carried out by the employees affected.—Section 31 strengthens the power of an employer to enforce an indenture of apprenticeship.—Under §32, the employer is required to give an improver leaving his service a certificate showing the duration and nature of the employment.—Sections 33 and 34 amend the provisions respecting the annual holiday for bakers in Melbourne and Geelong and the two monthly days of rest to which bread carters are entitled ; and §§44 and 45 amend those relating to the annual holiday for persons employed in abattoirs and private slaughter-houses.—Under §36 prosecutions under the Factories and Shops Acts are always to be dealt with by a police magistrate, instead of only by justices of the peace.—Section 39 reduces the time limit of twelve months, within which a worker could sue his employer for wages, to the period allowed in Queensland, namely, two months.—Section 40 allows students of the University of Melbourne and other students attending technical schools or colleges to work in a factory or shop for the purpose of acquiring practical knowledge, while he is still studying, without being paid the rates fixed by a special board.—By deleting §§157 of the Principal Act, §42 makes it possible for the timber-stackers and sorters to have a special board of their own.—Section 43 brings board and lodging under the prohibition of payment in kind.—At the desire of the boot repairers, their trade was removed by §47 from the list of occupations specially regulated under Schedule 6 of the Principal Act (8 o'clock closing on the first four weekdays), and subjected to the general rule requiring shops to close at 6 o'clock on the first four days of the week.—Section 48 introduces a weekly day of rest of 24 hours for employees in coffee-houses, confectioners' shops, eating-houses, fish or oyster shops, fruit and vegetable shops, restaurants, tobacconists' shops, booksellers' and newsagents' shops, cooked meat shops, hotels, premises with wine or billiard-table licences, club rooms, and caterers' businesses ; when these businesses are not kept open on all the seven days of the week and in chemists' shops, the employees must be given a weekly half-holiday beginning at 2 o'clock.—Section 51 contains some new provisions respecting the Court of

## VI.

Industrial Appeals. As already mentioned, the Court dealing with appeals from the determinations of special boards, consisted formerly of a Judge of the Supreme Court. But the decision of purely technical questions, such as those contained in wages board determinations by persons trained only in law had many disadvantages, and some of the Judges declared themselves that they did not feel equal to this task. The Labour Party in their turn (*cf.* Parliamentary Debates 1913, p. 2519) had fought the Court of Appeal as an excrescence on the Victorian factory legislation built up on the system of wages boards. The Government Bill of 1913 proposed to transform the Court by providing that it should consist of present and former presidents of Special Boards. This proposal was, however, opposed. It was agreed that even a court composed in this way would not have the necessary technical experience. Finally, the following constitution was agreed upon: The Court of Industrial Appeals consists of a permanent President and two other persons to be appointed specially in each case. The Government appoints as President a Judge of the Supreme Court. The two assessors are appointed by the Government on the nomination of the employers' and employees' representatives on the Special Board, against whose determination appeal is being made. Only persons who are *bonâ-fide* and actually engaged in the trade concerned or have been so engaged for at least six months during the three years immediately preceding their nomination (upon which limitation the Legislative Council laid special stress as in the case of the Special Boards) are eligible to serve in this capacity.

[See also 1.02, Switzerland (Schwyz).]

### 1.01. PROTECTION OF CHILDREN, YOUNG PERSONS AND WOMEN; APPRENTICESHIP.

**BELGIUM.** When the question of school reform was under consideration it appeared in the first place necessary to amend, in certain essential respects, the Act of 13th December, 1889, regulating the work of women, young persons and children in industrial undertakings. For this purpose the Government introduced into the House of Representatives on 12th November, 1912, a Bill proposing to amend the provisions of the Act in question as regards the age of admission of children to industrial employment and to extend the law to all industrial undertakings. (See *Revue du Travail*, 1912, 1425.) Under §2 of the Act of 13th December, 1889, the employment of children under 12 years of age was prohibited. But this prohibition did not apply to workplaces without motor power, not being sufficiently important to be designated as "works, mills or factories," and not scheduled as dangerous, unhealthy or noxious. As was clear from the debates on the Bill of 1889, it was the desire of Parliament to exclude expressly small dressmaking and clothing workshops. Various difficulties of interpretation and application arose out of this limitation. For instance, workplaces exempt from the Act as far as child labour was concerned, were nevertheless subject to inspection as regards the payment of wages and the prohibition of Sunday work. Consequently, in view of the fact that "the injurious effects of premature employment do not depend upon the size of the undertaking," the Government proposed in their new Bill to extend the sphere of application of the Act to "workshops" (§1 of the Bill). A similar extension seemed desirable in connection with night-work. When legislation was proposed in conformity with the Berne Convention respecting the night-work of women, the Government considered that they ought to go beyond the wording of the Convention,



## VII.

which covered only industrial undertakings with more than 10 workers, and to include all establishments coming under the Act of 13th December, 1889, even when they employed less than 10 persons. This proposal was approved by Parliament and §1 of the Act of 10th August, 1911 (Text E.B. VI., p. 156, No. 27), relating to the prohibition of night-work for women employed in industrial concerns, was worded as follows: "The present Act shall be applicable to industrial concerns where more than 10 male and female workers are employed and, in general, to all establishments subject to the Act dated 13th December, 1889, relating to the work of women, young persons and children." In connection with the extension of the application of the Act of 1889 to "workshops," *i.e.*, including places where less than 10 persons are employed, the Government considered it desirable to extend the prohibition of night-work also to small undertakings by deleting the words "industrial concerns where more than 10 male or female workers are employed and in general to," in the Section in question (§2 of the Bill). The age of admission which was fixed at 12 years by §2 of the Act of 13th December, 1889, was, under §1, II., of the Bill to be raised to 14; the proposed institution of a "fourth standard," of technical instruction suited to local requirements, necessitated this raising of the age. In order to meet any difficulties, the Bill provided for exceptions to be allowed in the case of children over 13; the Government's statement in support of the Bill, promised that these exceptional provisions should be interpreted in a liberal spirit at first. Finally the Bill proposed to strengthen the protection of children employed in home work by fixing the same age of admission for work performed at home on behalf of a contractor.

The main principles of the Bill were, in general, embodied in the Act dated 26th May, 1914 (Text E.B. X., p. 14). The scope of the new Act covers, in addition to "workshops," "hotels, public-houses, and offices of industrial and commercial undertakings," with the proviso that the Government may, unreservedly or under certain conditions, allow adult women to be employed in hotels and public-houses later than 9 p.m. if a period of at least 11 hours' rest is allowed immediately afterwards. Children under 14 (as proposed in the Bill) may not be employed as a rule. But the age limit is reduced to 13 in the case of children who are in possession of a school leaving certificate. In addition, the employment of children between 13 and 14 years of age may be allowed by Order; and, until the establishment of the fourth standard, but not after 1st January, 1920, children of from 12 to 14 years of age may be allowed to work for a certain number of hours and days under specified conditions. The rules respecting the age of admission apply equally to home-work done on behalf of a contractor. Employers are expressly prohibited from giving out work to be done by protected persons (*i.e.*, male young persons under 16 and women and girls under 21) in excess of what would occupy them for more than the legal period of employment. Since the affixing in workplaces of all Orders, Laws and working regulations, which was formerly prescribed, proved somewhat useless, the new provision on this matter is limited to the obligation to affix any notices which may be considered necessary for the enforcement of the law. The penalties were strengthened in view of the fact that the employment of children of school age renders the enforcement of the Education Acts more difficult; thus, the minimum penalty for a contravention of the Section respecting the age of admission of children to work, was raised from 26 frs. to 50 frs., and the term within which a fresh contravention is reckoned as a repetition of the offence was extended from 12 months to five years.

### VIII.

Section 3 of the Act empowered the Government to issue a codified text of the two Acts of 1889 and 1911, under the title "Act relating to the employment of women and children." The German Governor-General in Belgium caused this codification to be carried out, and brought it into force as from 1st January, 1915, by means of notification dated 15th December, 1914 (Text E.B. X., p. 61).

*FRANCE.* The Decree of 13th May, 1893, respecting the dangerous processes in which the employment of women and young persons is prohibited, which had been often amended (for the last time on 8th October, 1911; Text E.B. VII., p. 377, No. 58) had to be re-drafted when the Act of 2nd November 1892, on which it was based, was repealed by the Labour Code of 26th November, 1912 (Title E.B. VIII., p. 288, No. 35). The result of this re-drafting appeared in the Decree of 21st March, 1914 (Text E.B. X., p. 103, respecting the dangerous work prohibited to children and women. Apart from alterations of form, the Decree has been re-drawn in two respects. In the first place, a series of amendments resulted from the extended scope of the new Decree. The old Decree of 13th May, 1893, was issued in pursuance of §§12 and 13 of the Act of 2nd November, 1892, and only included the industrial undertakings named in §1 of that Act; the new Decree, in pursuance of §72 of Book II. of the Labour Code, covers, in addition, the commercial concerns designated in §65 of Book II. of the Code; instead of "workplaces" the word "rooms" is everywhere used. In addition, the prohibition contained in §12, which originally extended only to the manufacture by the protected classes of objects liable to be injurious to morality, was extended to the manipulation and sale of such objects. A new §16 requires the occupier to produce the work books or birth certificates of all young persons employed, at any time at the request of the inspectors. A second series of amendments are concerned with Schedules B and C appended to the Decree. Schedule B enumerates the undertakings in which young persons under 18 and women are not allowed to enter certain workrooms. In its new form, the Schedule unites under two composite headings a whole set of processes in the manufacture of explosives formerly separately enumerated. Schedule C gives the workrooms in which young persons and women may only be employed under certain conditions. According to the earlier Decree, young persons under 16 might not be employed in public slaughter-houses and accessory occupations; the new Decree excludes young persons under 17 from the actual work of slaughtering, but with a view to facilitating apprenticeship in butchers' businesses, allows them to be admitted to work in other operations from the age of 14.

*PORTUGAL.* An Act dated 22nd January, 1915 (Text E.B. X., p. 109), improves in certain respects the Decree dated 14th April, 1891, respecting the employment of minors and women. Formerly undertakings employing only five persons or less were excluded from the provisions of the Order; this restriction is now repealed. The Order defined women under age as those under 21; this age limit is now brought down to 18. The conditions for the exceptional admission to work of children from the age of 10 have been strengthened as regards the educational requirements in such cases, and inspection of the work of the children. For minors under 12 the midday break has been increased from 1 to 1½ hours; for those over 12, a maximum working week of 60 hours has been prescribed in addition to the existing 10 hours' maximum working day. The arrangement of working hours must be sanctioned by the inspector. In works employing more than 50 persons a special mess-room must, in future, be provided with arrangements for preparing the

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food, washing facilities and tables. Rules of employment must be drawn up and affixed in factories. The fines imposed under the rules may not exceed half a day's wages in any week, and they must be paid into the works' sick fund or a mutual benefit society designated in the rules.

[See also 1.00 Australia (Victoria); 1.19, Switzerland (Basle Town); 1.11, Australia (Victoria).]

### 1.02. SUNDAY WORK ; WEEKLY DAY OF REST.

**AUSTRIA-HUNGARY:** *Austria.* Some account of the scope of the Ministerial Orders of 12th and 14th September, 1912 (Text E.B. VIII., pp. 1 and 17), regulating afresh the industrial processes permitted on Sunday and periods of rest in industrial undertakings, was given in the BULLETIN, Vol. VIII., p. VIII. A Decree of the Ministry of Commerce, dated 22nd September, 1913 (Text E.B. X., p. 1, No. 1), explains the new provisions in detail.

**PORTUGAL.** By an Act dated 22nd January, 1915 (Text E.B. X., p. 107, No. 2), respecting the daily period of employment in industrial undertakings, the maximum hours of work in establishments with more than five workers, including steamships, and fishing enterprises, were fixed at 10 hours a day and 60 hours a week, and the duration of night-work (between 9 p.m. and 5 a.m.) was limited to eight hours at most. The minimum wage paid for eight hours work at night must not be less than the wage paid for the corresponding 10 hours of work performed by day. The maximum period of employment is reduced to eight hours a day and 48 hours a week in State and public works, in the case of underground work in mines, and in industries which are injurious to health or poisonous. The work must be interrupted by at least one break of one hour. In addition, an uninterrupted period of 24 hours' rest must be allowed once a week. The cleaning of machines, tools and workrooms must be included in the actual day's work. In continuous industries, the work must be organised in shifts not exceeding in length the legal period of employment. Overtime is allowed: (1) in case of *force majeure* provided that the labour inspector is immediately notified, and that one and a third times the normal rate of wages is paid; (2) in seasonal industries, establishments where very perishable substances are prepared, cases of urgency and in the case of great pressure of work, for not more than three hours a day and 104 hours in the year, after procuring a written permit from the labour inspector and provided that half a day's wages is paid for the overtime. In home-work and workshops with not more than five workers, which use no mechanical power, and only such hand machines as present no danger, the actual hours of work may not exceed 10 a day and 60 a week. Overtime is regulated in these workplaces in such a way that on one in three days in any week (but not more than 156 days in the year) not more than three hours overtime may be worked, for which half a day's wages must be paid. The hours of work of hairdressers are fixed at 10 a day with a two hours' interval for meals; six hours overtime may be worked in the week, on not more than 104 days in the year. The enforcement of the Act rests with the Labour Inspection Department. The scheme of hours must be sent in to the Inspector. In so far as they are not contrary to the new Act, the Decree of 14th April, 1891, respecting the work of children of 12 years of age, and the Act of 24th June, 1911 (Text E.B. VI., p. 188), respecting the night-work of women, remain in force. Children under 12 are excluded from every kind of industrial work (but cf. above, p. VIII., under *Portugal*). The Government is, moreover, empowered to regulate the hours of work, periods of rest and conditions of

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leave, for railway employees with a view to securing a maximum working day of 12 hours.

**SWITZERLAND.** *Schwyz.* Section 8, paragraph 1 of the Administrative Order of 20th November, 1878, in pursuance of the Federal Factory Act, which designates the holidays contemplated under §14 of the Factory Act, was revised by a Resolution of the Cantonal Council dated 28th February, 1912 (Title E.B. X., p. 112, No. 1). A corresponding change was introduced by a Resolution of the same date (Title E.B. X., p. 112, No. 2) in the paragraphs affected of the Police Order of 12th January, 1894, respecting Sunday and holiday rest. Consequently, on the days following Easter Day, Whit-Sunday and Christmas Day all work in the open-air or in premises, whether it be hand or machine work or carried on in factories, is entirely prohibited; but not factory work itself, within the meaning of the Federal Factory Act.

[See also 1'00 Australia (Victoria); 1'01, Belgium, Portugal; 1'10, Switzerland (Basle Town); 1'17, Portugal.]

### 1.03. INDUSTRIAL HYGIENE; PREVENTION OF ACCIDENTS.

[See 1'00, Australia (Victoria); 1'10, Australia (Victoria); 1'13, Canada, Hungary; 1'16, Switzerland (Basle Town); 1'5, Australia (Victoria).]

### 1.04. HOMEWORK.

[See 1'01 Belgium; 1'02, Portugal; 1'07, Switzerland (Zurich).]

### 1.05. PAYMENT AND PROTECTION OF WAGES; MINIMUM WAGE.

[See 1'00, Australia (Victoria); 1'01, Portugal; 1'02, Portugal; 1'07, Switzerland (Zurich); 1'11, German Empire; 1'17, Portugal; 1'19, Australia (Victoria).]

### 1.06. CONTRACTS OF WORK.

[See 1'00, Australia (Victoria); 1'17, Portugal; 1'30, Greece.]

### 1.07. PUBLIC WORKS AND CONTRACTS.

**SWITZERLAND:** *Zürich.* The town of Zürich issued on 21st February, 1914 (Extract E.B. X., p. 111), a Contracts Order, which requires contractors to observe the conditions as regards hours of work and wages customary in the locality (especially those contained in collective agreements), and to pay for overtime at least 25 per cent. extra, for night and Sunday work at least 50 per cent. extra, and for home-work, minimum rates to be fixed officially.

## 1.1. Labour Legislation for Particular Trades.

### 1.10. AGRICULTURE AND FORESTRY.

**AUSTRALIA:** *Victoria.* An Act. dated 24th October, 1911 (Title E.B. X., p. 68, No. 3), regulates the hut accommodation of shearers. According to this Act every employer who employs at least six shearers in the same shearing shed is bound to provide proper and sufficient accommodation for them in a building separate from the shearing shed, and special inspectors are to be appointed with the free right of entry into the shearing sheds and hut accommodation at any time.

**SWITZERLAND:** *Basle Town.* A Decree of the State Council dated 14th May, 1914 (Text E.B. X., p. 112), adds market gardens to the trades in which male apprentices may be employed regularly at night in accordance with the Order of 15th December, 1906 (Text E.B. I., p. 112), respecting the night work of apprentices, which has been several times amended. In

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this trade apprentices over 15 years of age may be employed in the summer months between 5.30 and 6 in the morning in order to carry out urgent work.

[See also 1'02, Portugal; 2'1, Germany.]

### 1.11. MINES; SMELTING WORKS, etc.

**AUSTRALIA : Victoria.** A very detailed Act dated 17th February, 1914 (Extract E.B. X., p. 86, No. 9), amending the Amended Act of 1890 and the later Amending Acts, contains in §§31-33 amended provisions respecting the persons employed; in §34 general rules for the working of mines and prevention of accidents; in §35 detailed provisions respecting the matters to be regulated by Order; and in §36 *et seq.* regulations respecting mines officials, the notification of accidents, etc. Most of these provisions are modelled in essential respects on the corresponding provisions of the Coal Mines Regulation Act of 4th January, 1910 (Extract E.B. VII., p. 393). In some respects they are strengthened. Employment underground is prohibited in the case of young persons under 17; boys under 14 may not work about any mine, and women may not work in, on or about a mine; young persons under 18 may not be employed in caging or uncaging trucks, etc. The manager of the mine is required to keep a register of boys employed.

**GERMAN EMPIRE.** A Notification dated 2nd February, 1914 (Text E.B. X., p. 105), supplements the administrative Order of 5th April, 1911 (Extract E.B. VI., p. 101), in pursuance of the Act of 25th May, 1910 (Extract E.B. V., p. 169), respecting the sale of potash, by a provision to the effect that the decision of the Allotment Board respecting the reduction or otherwise of the share of any mine (which is varied in proportion to any reductions of wages and increases of hours adopted in the undertaking in question) shall be made known to the workers by being posted up in the works.

A Notification dated 12th March, 1914 (Text E.B. X., p. 106), contains transitory provisions for the regauging of trucks, etc., used for calculating wages in stone quarries classified as factories.

[See also 1'02, Portugal; 2'1, Austria.]

### 1.12. CHEMICAL INDUSTRIES.

[See 1'01, France; 2'1, Germany.]

### 1.13. MANUFACTURE OF LIGHTING MATERIALS, etc.

**AUSTRIA-HUNGARY : Hungary.** An Order in pursuance of the Act of 16th January, 1911 (Text E.B. VII., p. 209, No. 1), to prohibit the manufacture of matches with white or yellow phosphorus, was issued on 31st December, 1912 (Text E.B. X., p. 12). This Order designates the officials entrusted with the duty of supervising the enforcement of the Act and dealing with contraventions.

**CANADA.** On 19th January, 1911, the Canadian House of Commons, after a speech delivered by the Minister of Labour, Mr. Mackenzie King, expressed their approval in principle of the introduction of a Bill to prohibit the manufacture and importation of white phosphorus matches. But the Bill introduced on the same day did not progress beyond its first reading in that session of Parliament. On 11th March, 1914, the Minister for Labour reintroduced the Bill into Parliament. On 27th May, 1914, the Bill was passed into law (Text E.B. IX., p. 299). In introducing the Bill, the Minister referred to the effects of the International Conference at Berne in 1906, the action taken by the United Kingdom and the support given to the prohibition by the Royal Society of Canada; he pointed out that it was a question not only of protecting

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the workers in the existing match factories, using white phosphorus, from the industrial disease connected with that trade, namely, phosphorus necrosis, but also of guaranteeing the public against the negligent or criminal use of white phosphorus (*e.g.*, in the case of child murder which occurred in Prince Edward Island in 1913). The opportunity for introducing the prohibition was favourable since, as a result of the expiry of the patent for phosphorus sesquisulphide, the harmless substitute for white phosphorus, the difficulties from the point of view of competition had disappeared (in 1911 there were in Canada five match factories with a total production to the value of 1,072,527 dollars). The Act corresponds in essential points to the British Act. The provisions prohibiting the manufacture and importation of white phosphorus matches came into force on 1st January, 1915, the prohibition of the sale of such matches is to apply from the 1st January, 1916.

### 1.14. PREPARATION OF FOOD, etc.

[See 1.01, Australia (Victoria); 1.01, France; 2.1, Germany.]

### 1.15. CLOTHING AND CLEANING TRADES.

[See 1.00, Australia (Victoria); 1.02, Portugal.]

### 1.16. BUILDING TRADES.

*SWITZERLAND: Basle Town.* The building regulations of the Swiss Canton of Basle Town dated 27th June, 1914 (Extract E.B. X., p. 113, No. 3), contain regulations respecting work in compressed air (medical examinations, registers, rest rooms) and respecting work with colours containing lead (such colours are to be avoided as much as possible; moist scraping required; receptacles containing the colours, etc., to be marked).

### 1.17. TRADE AND COMMERCE.

*PORTUGAL.* An Act dated 22nd January, 1915 (Text E.B. X., p. 106, No. 1), fixes the maximum working day for actual commercial assistants at 10 hours and for office employees at seven hours, deducting two hours for the prescribed meal times. Overtime in offices must be paid for at a double rate of wages. Existing contracts of service in which a smaller number of hours are agreed upon must be upheld and complied with. The Act applies to the Portuguese mainland and to the neighbouring islands. Administrative regulations are to be issued by the communal authorities who are bound to consult the persons concerned (representatives of employers and workers, or their organisations). The communal authorities may sanction applications for overtime sent with a statement as to the reasons for the application (not more than three hours a day and 104 hours in the year).

[See also 1.00, Australia (Victoria).]

### 1.18. CARRYING TRADE.

[See 1.00 Australia (Victoria); 1.02, Portugal; 2.1, Australia; (Victoria) Germany; 2.2, Australia (Victoria).]

### 1.19. MILITARY AND CIVIL SERVICE.

*AUSTRALIA: Victoria.* An Act dated 2nd December, 1912 (Title E.B. X., p. 85, No. 4), to amend the Public Service Acts contains provisions respecting the classification of officers employed in public service, the use of salaries, schedules, the functions of the newly created Public Service Inspector, the treatment of temporary officers, and a series of amendments of the previous

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regulations. The rule that male officials over 21 years of age, who have already been three years in the State service, may, at the request of the Commissioner be paid a minimum wage of £108 a year, should be noted.

[See also 1·02, Portugal ; 2·0, Switzerland ; 2·1, Victoria ; 2·2, France.]

## 1.2. UNEMPLOYMENT AND EMPLOYMENT BUREAUX.

### 1.20. UNEMPLOYMENT.

[See 1·30, Greece ; 2·3, Switzerland (Basle Town).]

### 1.21. EMPLOYMENT BUREAUX.

**SWITZERLAND :** *Freiburg*. By an Order, dated 26th March, 1910 (Title E.B. X., p. 112), the Swiss Canton of Freiburg introduced new regulations for the Cantonal labour exchange for men, which was thus brought into conformity with the requirements of the Federal Resolution of 29th October, 1909 (Text E.B. V., p. 68) respecting the promotion of employment bureaux by the Federal Government.

[See also 1·30, Greece.]

## 1.3 Industrial Courts ; Right of Coalition ; Conciliation Boards and Arbitration Courts.

### 1.30. RIGHT OF COALITION.

**GREECE.** The right of association was regulated in Greece by an Act dated 21st June/4th July, 1914 (Extract E.B. X., p. 18), which came into force on 25th September/8th October of the same year, with the exception of §22. The Act consists of eight Parts, viz. : I., General Regulations applicable to all associations ; II., Mutual Benefit Societies ; III., Trade Unions ; IV., Associations founded for other purposes ; V., Recognition, supervision and dissolution ; VI., Penal Regulations ; VII., Special Regulations ; VIII., Temporary and final Regulations. Associations, within the meaning of the Act, are unions of not less than seven persons "who permanently combine their knowledge or activity without any desire for financial gain." The managing committee must consist of Greek subjects ; only associations consisting of foreigners residing in Greece may include persons not of Greek nationality amongst the members of their committees. Persons under 16 and women may not be members of an association without the written permission of their father (guardian) or husband or of the district Judge, as the case may be. Foreigners may not be members of political associations.—Mutual benefit societies may be formed consisting of persons belonging to the same or allied trades. The objects of such benefit societies are to be the following :—(1) to provide medical aid and medicines ; (2) to grant monetary benefit in the event of sickness, injury, unemployment, or confinement, and at other times of temporary need ; (3) to pay burial expenses ; (4) to make grants or pay annuities to members in respect of sickness, invalidity or old age or to the dependants of members ; (5) to make loans not exceeding 100 drachmas. The societies may likewise contribute to the moral, intellectual or economic instruction of their members and assist them to procure the necessary tools for their trades. The benefits of such societies cannot be transferred or pledged. Miners' benefit funds and works benefit funds are governed by special provisions.—Trade unions within the meaning of the Act are associations serving exclusively "the purpose of studying, protecting and furthering the economic and trade interests of their members." The members must belong to the same trade or to allied trades ; women are allowed to join trade unions. On the other hand, employers

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and employees, or owners and tenants, may not belong to the same union. Trade unions are not permitted to carry on any industry. But they are authorised (1) to enter upon any buying or other contract for the purpose of carrying on schools or educational workshops; (2) to purchase materials and appliances of all kinds for industrial use, in order to re-sell or lend them to their members; (3) to purchase and re-sell goods made by their members; (4) to acquire land, but only, as a rule, for educational and administrative purposes; (5) to conclude collective labour contracts with persons or corporate bodies respecting conditions of work. Trade unions may register trade marks. The Ministry for National Economy may assist in the maintenance of trade schools or training workshops by making subsidies or appointing teachers. The provident and pension funds of recognised trade unions and federations must be separately administered; unrecognised trade unions or federations may not establish provident funds. Recognised trade unions have the right to nominate representatives to the Superior Labour Council, to report to the competent authorities, through their legal representatives, any contraventions of the industrial laws, and to establish employment bureaux and centres for giving free medical and legal advice. The free exercise of the right of association is guaranteed by a provision prohibiting employers and their representatives from hindering their workers or employees, by dismissal or threats of dismissal, from joining any particular trade unions or political parties, from compelling such persons to join any such association and from requiring them to give a written understanding on their engagement that they will leave or join any such organisation. In addition to benefit societies and trade unions, other associations may be recognised which pursue charitable, political, intellectual, educational, artistic, social or other objects, provided they are not established for profit-making purposes.—Recognition is secured by application through the proper district court; entry in the "Register of Recognised Associations" gives the association the position of a legal corporation. The supervision of workmen's associations (benefit societies and trade unions) is carried out by the labour inspectors, and of other associations by the competent prefecture; this supervision is concerned merely with the application of the legal requirements, the observance of the rules of the association, and the administration of the funds. Appeal lies to the Ministry for National Economy, in the case of trade unions, and in other cases to the Ministry mainly concerned with the affairs of the association. Amongst the provisions respecting the dissolution of an association (effected by the courts) it should be noted that strikes do not give ground for dissolution. Several trade unions or other associations may unite into a federation, in which case they maintain their economic and administrative independence: a federation also may apply for recognition. Until a law regulating co-operative societies is introduced, recognised associations are to possess, subject to the approval of the competent Ministry, the right of entering into contracts with public authorities for the carrying out of work or the supply of goods.

#### 1.31. CONCILIATION BOARDS AND ARBITRATION COURTS.

[See 1'00, Australia (Victoria).]

#### 1.4. Housing

*AUSTRALIA: Victoria.* An Act dated 3rd February, 1914 (Title E.B., X., p. 86, No. 8), with the short title, "Workmen's Housing Act," gives the municipal councils of Melbourne and Geelong power to purchase or acquire suitable building land in their districts, in order to let houses built on



it to persons who do not already possess dwelling-houses in Victoria or elsewhere, and who are in receipt of an income not exceeding £200 per annum; and also to erect buildings on such lands. The money needed to finance such housing schemes may be raised by the municipalities by means of a loan not exceeding £50,000: in addition, the municipalities are authorised to advance money for building purposes out of municipal funds (if necessary, by an increase of rates).

### 1.5. Administration

**AUSTRALIA: Victoria.** The Steam Boilers' Inspection Act of 1906 was amended and supplemented in certain respects by the Act of 31st December, 1912 (Title E.B. X., p. 85, No. 6).

[See also 1.00, Australia (Victoria); 1.01, France; 1.02, Portugal; 1.10, Australia (Victoria); 1.13, Austria-Hungary (Hungary); 1.30, Greece.]

## 2. National Workmen's Insurance

### 2.0. SICKNESS INSURANCE.

**AUSTRALIA: Victoria.** The Friendly Societies' Act of 1890, which had already been several times amended (on the last occasion, in 1907) and consolidated, was amended again by an Act dated 4th September, 1911 (Text E.B., X., p. 85, No. 1), as regards the cancelling of the registration of a friendly society which fails to bring its scale of contributions into conformity with the recommendations of the Government statistician.

**SWITZERLAND.** The Federal Act respecting the insurance of persons in military service against sickness and accident, dated 28th June, 1901 (Text G.B., I., p. 310, amending Act of 27th June, 1906) was entirely re-drafted, and in some respects also materially amended, in the years 1913 and 1914. The principal amendments introduced by the new "Federal Act respecting Military Insurance," dated 23rd December, 1914 (Text E.B., X., p. 23), relate to the following matters: The more equitable treatment of sickness or the results of accidents existing before the military service commenced; the introduction of measures to secure better and more reliable information respecting particular cases, with special reference to the extent and nature of the consequences of the injury, and also to the family circumstances and earnings of the insured person; increase in the sickness benefit and pensions; new regulations respecting legal procedure, in order to make use of the Federal Insurance Court, which was being established. (The Federal Council estimated, in the Message of 12th November, 1912—Schweiz. Bundesblatt 1912, V., 163—that the new measures would cost the Federal finances an additional 45,000 fr. per annum). As regards illness contracted before the military service began, the Act of 1901 provided that a person who was already ill when the insurance began should have no claim to benefits from the military insurance unless he had given notice of the illness on entering the service and was not immediately dismissed, in which case he was given the right to treatment and his pay, but not to any later sickness benefit. Under the new Act (§8) the rule still obtains that the insurance shall not cover illnesses and the consequences of accidents existing before the military service began. But the exception is widened by an additional provision, namely, that "if the said sickness or consequences

of an accident existed without the patient being aware of the fact, the benefit of the military insurance may be claimed in so far as the sickness or the consequences of the accident may have been aggravated by military service." A person who gives notice of an illness or accident previous to his entry into military service, and is not dismissed, has a right to treatment in a hospital or at home, but no claim to a pension unless the military service has had an unfavourable effect upon the course of the illness or the effects of the accident. For both cases the Act contains a provision in favour of the insured person, to the effect that, in calculating the benefits, account shall be taken of the fact that the sickness or injury existed before the military service began. As regards the benefits, the Commission of the *Ständerat* considered it important, in particular, to procure as close conformity as possible between the military and the civil insurance. (Cf. Report of the Commission of the *Ständerat*, dated 3rd May, 1913, Schweiz. Bundesblatt, 1913, III., 343). The military insurance now provides (1) free maintenance and attendance at a hospital appointed by the military authority (hospital treatment), or, if treatment at home is ordered or authorised, an allowance amounting, as a rule, to 2.50 fr. a day for the cost of maintenance and medical attendance; (2) Continued receipt of the pay due to the insured person's rank, or his school pay, and, on the conclusion of his service, a daily allowance of 3fr. for the first 30 days of illness after the military service ceases, and of 80 per cent. (formerly 70 per cent.) of the daily earnings actually lost for each following day. (The former system of wages classes, for the purpose of graduating the sickness benefit, has been abolished; and the highest daily earnings reckoned for the purposes of insurance is now 8 fr. instead of 7.30 fr., as formerly); (3) Compensation for the remaining classes of insured persons, and sickness benefit also. In the case of total incapacity for work, the insured person receives a pension amounting to 70 per cent. of his annual earnings (which are now reckoned as 350 times the daily wages, instead of 200 times, as formerly). The dependants receive, on the death of an insured person, a burial allowance of 40 fr., and pensions regulated in detail in §§41-50.

[See also 1.30, Greece.]

## 2.1. ACCIDENT INSURANCE.

**AUSTRALIA : Victoria.** Victoria was the last of the Australian States to adopt a Workmen's Compensation Act. An Act on this subject was eventually passed, after seven unsuccessful attempts, on 20th February, 1914 (Title E.B., X., p. 87, No. 10). This State also followed the lines of the British Workmen's Compensation Act of 1897, as was done by South Australia and New Zealand in 1900, Western Australia in 1902, Queensland in 1905, and New South Wales and Tasmania in 1910. A Bill introduced by the Government in the 1910 Session was debated throughout; but the Upper House—the Legislative Council—resolved to delete §38, which provided in an original manner for the workmen and the State to contribute towards the insurance of the employer against his liability. This action, in the opinion of the Government, was in contravention of the Constitution, according to which all financial measures rest with the Legislative Assembly. This constitutional difficulty was removed by the Government re-introducing the Bill without §38; so that it was left to the Lower House to re-insert the compulsory contributions of the workers and the State, if desired—which was not, however, done.

The Act of 20th February, 1914, makes the employer liable to pay compensation for accidents sustained by a worker which arise out of and in the course of his work. Workmen are defined in the Act as all persons (including

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domestic servants) who have entered into or work under a contract of service or apprenticeship with an employer, whether by way of manual labour, clerical work, or otherwise, whether the contract is expressed or implied. State employees are especially included. But persons, not being manual labourers, who earn more than £250 a year, casual workers in certain circumstances, policemen, outworkers, and members of the employer's own family, are excluded. On the other hand, the Act applies, with certain modifications, to seamen employed on a Victorian ship, if the accident arises out of and in the course of their employment within the territory or the jurisdiction of the State. No compensation is payable for accidents which incapacitate the worker for less than one week, or which are attributable to the gross misconduct of the injured person (including drunkenness). The compensation is fixed as follows :—

(A.) In case of death :

- (1) For total dependants : Three times the annual earnings (at least £200, and not more than £500) ;
- (2) For partial dependants : An amount, not exceeding that named under (1), to be fixed by agreement or by arbitration ;
- (3) Where there are no dependants : £50 for medical attendance and burial.

(B.) In the case of total or partial incapacity : Weekly payments not exceeding 50 per cent. of the average weekly earnings (not exceeding £1 10s. per week and £500 altogether) ; workers under 21, earning less than 20s. a week, receive 100 per cent., but not more than 10s. a week ; old and infirm workers may agree with the employer upon the maximum amount of compensation payable, provided this is not less than £50 in case of death, or 5s. a week, or one-quarter of the weekly wages, or £50 altogether, in case of loss of earning capacity.

Disputes are settled, at the wish of the worker, either by a judge of the county court or by a police magistrate. Claims to compensation cannot be alienated. Notice of the accident must be given as soon as practicable and, in any case, before the worker voluntarily leaves the employer's service ; the claim for compensation must be made within four months of the accident. The employer may agree with his workers upon a special contracting-out scheme, provided that the workmen are not placed in a less favourable position under the scheme than under the Act, and that, where the scheme provides for contributions by the workmen, it shall confer benefits at least equivalent to those contributions, and that the majority of the workers are in favour of the scheme : the administration of this provision is supervised by a county court judge appointed for the purpose by the Governor in Council ; the time during which a contracting-out scheme is to apply must be fixed, but it must be at least for five years ; no workman may be compelled to join the scheme. The rights of workers, in the case of sub-contracting, are secured in the Act by making the principal employer responsible. In case of bankruptcy, claims to compensation are given preferential treatment. Compensation is also payable in case of death or incapacity caused by certain industrial diseases (provisionally, anthrax, lead poisoning, mercurial poisoning, phosphorus poisoning, arsenic poisoning and septic poisoning : the list may be extended by resolution of Parliament). A State Accident Insurance Office is to be founded in order to facilitate the insurance of employers against their liability. This office is to be managed by an Insurance Commissioner. The office is to cover expenses ; but the State guarantees the insurance policies and will if necessary make advances to ensure the payment of compensation. Employers are bound to insure against

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their liability either with the State Accident Insurance Office or with a recognised private insurance company. A penalty of £2 may be imposed for each uninsured worker. Small employers who pay not more than £160 a year in wages—(this applies especially to small farmers, etc., who employ casual labour)—are assisted by a provision treating them as automatically insured with the State Insurance Office if, within fourteen days of their beginning to employ a worker, they notify the fact to the Insurance Commissioner and take out the insurance policy for the same as promptly as possible.

**AUSTRIA-HUNGARY : Austria.** In order to replace the inadequate benefits of the miners' provident clubs—which were, moreover, payable only in cases of complete incapacity for work—by a better system of compensation, and to extend to miners the existing system of accident insurance for industrial workers and seamen, the Government introduced into the House of Representatives, on 20th June, 1913, a Bill respecting the accident insurance of miners (No. 2008 of the Appendices to the Shorthand Reports of the House of Representatives ; XXIst Session, 1913). This Bill followed the lines of the Government's draft Bill respecting social insurance in so far as it included the same provisions as regards the accident insurance of miners and the organisation of the insurance through trade associations. When the Bill had received the approval of the House of Representatives in the form agreed upon by the Committee on National Economy, it was referred by the House of Lords, on 16th January, 1914, to the Special Commission on Social Insurance. The adjournment of Parliament, which then took place, made it impossible for the Bill to be debated. It was consequently issued on 7th April, 1914 (Text E.B., X., p. 8, No. 2), in the form of an Imperial Order having the force of law. The Order extends the system of accident insurance regulated by the Workmen's Accident Insurance Act, of 28th December, 1887, to all mines coming under the supervision of the mining authorities and the premises attached to such mines, including boring works for reserve minerals and works for the winning of mineral wax (ozocerite, native paraffin) and asphalt. The insurance is effected through a special "Accident Institution Insurance for Miners," under State supervision. Workmen and works officials in naphtha works (rock-oil, petroleum, earth-pitch) who were formerly insured in the district accident insurance institutions under the Act of 9th January, 1907, must be insured in this Institution, as well as the workmen and works officials of industrial undertakings subject to compulsory insurance the employees of which belonged to a miners' provident club in accordance with §11 of the Provident Clubs Act of 28th July, 1889/17th September, 1892. The provisions of the Workmen's Accident Insurance Act of 28th December, 1887, and the amending Acts of 20th July, 1894, and 8th February, 1909 (Text E.B., IV., p. 69, No. 5), apply, with certain modifications, to the new Insurance Institution and the insurance effected through it. The board of the Institution is formed in accordance with the Workmen's Accident Insurance Act : it consists, to the extent of one third each, of representatives of the employers, the insured persons, and the Government, respectively. The headquarters, organisation, internal arrangements, and business management (calculation of the insurance contributions) of the Institution are regulated by rules subject to ministerial sanction. The duty of acting as intermediaries between the owners and insured persons, on the one hand, and the Institution, on the other,—especially as regards co-operation in inquiries into accidents—may be transferred to the miners' provident clubs. Accidents occurring on the way from home to work and home from work are treated as industrial accidents provided that the journey was not

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interrupted in the insured person's own interests or for some other reason not connected with the employment. At any stage of the case the Insurance Institution has the right to take over the treatment of the injured person from the sick fund to which he belongs. The system on which the insurance is based is, in the case of the Insurance Institution for Miners also, that by which the probable expenditure is covered by contributions paid in advance; but the contributions according to scale are payable by the employer alone. An Order, dated the 4th December, 1914, fixed 1st January, 1915, as the date for the commencement of the insurance. (Text, Soziale Rundschau XVI., II., p. 19).

**GERMANY: Empire.** The German Imperial Insurance Office has sanctioned the following rules for the prevention of accidents, issued by trade associations:—

(A.) On 30th June, 1914:

1. Rules for employers in the Street and Light Railways Trade Association.
2. Rules for insured persons in the Street and Light Railways Trade Association.
3. First Supplement to the General Rules of the Chemical Industry Trade Association.
4. —for tools and machine tools.
5. —for hoists (lifts).
6. —for the use of steam boilers and other receptacles and apparatus under pressure.
7. —for protection from dangerous gases and fumes.
8. —for soap factories.
9. —for mineral-water factories.
10. —for lacquer and varnish works.
11. —for the industrial condensing and liquifying of gases.
12. —respecting receptacles for the transport of liquified or condensed gases.
13. —for factories for the manufacture of black gunpowder and similar explosives.
14. Second supplement to the special rules of the Chemical Trade Association for factories for the manufacture of nitro-powder (smokeless powder).
15. First supplement to the special rules of the Chemical Trade Association for the establishment and management of picric acid factories.
16. —for the manufacture of nitro-glycerine explosives.
17. —for the manufacture of trinitrotoluene.
18. —for the manufacture of ammonia-nitrate explosives.
19. —for the manufacture of igniting agents of all kinds.
20. —for the manufacture of fireworks.
21. —for the manufacture of percussion caps.

(B.) On 26th August, 1914:

22. Rules of the Mannheim Trade Association for the manufacture of articles of consumption.
23. Rules of the Smiths' Trade Association.

(C.) On 28th September, 1914:

24. Rules of the North German Metal Trade Association.
25. Rules of the Tobacco Trade Association.

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26. Rules of the Milling Trade Association.
  27. Rules of the Wharves and Warehouses (Lagerei) Trade Association.
  28. Rules of the Glass Trade Association.
  29. Rules of the Vehicle Trade Association, for the use of heavy vehicles drawn by animals, and for light vehicles, and for livery stables.
  30. Rules for merry-go-rounds, switchbacks, etc.
  31. —for vehicles driven by power.
  32. Rules of the Musical Instruments Trade Association.
  33. Rules of the Railway Works Trade Association.
  34. First supplement to the General Rules of the Trade Association for Precision Machine Work and Electrical Engineering.
  35. —for fitting-work (Installations).
  36. —for service on Railway Lines, Stations, and Trains.
  37. First supplement to the Rules of the Private Railways Trade Association for the Management of Electrical Installations and Railways.
- (D.) On 14th December, 1914 :
38. Rules of the Butchers' Trade Association.
- (E.) On 22nd February, 1915 :
39. Rules of the Schaumburg-Lippe Agricultural Trade Association, respecting the Use of Electric Currents.
  40. First Supplement to the Rules of the Schaumburg-Lippe Agricultural Trade Association.
  41. Rules of the Oldenburg Farmers' Trade Association.
- (F.) On 22nd March, 1915 :
42. General Rules of the South German Precious and Base Metals Trade Association (Edition 1915).
  43. Special Rules of the South German Precious and Base Metals Trade Association, for the Manufacture of Aluminium Powder (Aluminium Bronze). (Edition 1915).
- (G.) On 10th May, 1915 :
44. First Supplement to the Rules of the Schleswig-Holstein Agricultural Trade Association.

[See also 130, Greece.]

## 22. OLD AGE, INVALIDITY AND SURVIVORS INSURANCE.

*AUSTRALIA : Victoria.* As a result of a strike in 1903, 308 railway employees had confiscated, either wholly or partially, their pension and compensation rights (Railways Employees' Strike Act, 1903); but these rights were restored by the Act of 20th October, 1911 (Title E.B., X., p. 85, No. 2).

*FRANCE.* The Act of 7th August, 1913 (Extract E.B., X., p. 16, No. 1), relating to the recruitment of the Army, contains some provisions of interest from the point of view of social legislation. The most important of these fixes the maintenance allowance for families deprived of their bread-winners by military service. This amounts to 1.25 fr. a day, with an addition of 0.50 fr. for each child under 16. In addition, persons who have joined the colours are allowed 120 days' leave in the course of their three years' service, with special facilities for agriculturists.—An Act dated 8th August, 1913 (Extract

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E.B., X., p. 17, No. 2), makes the same allowances for the families of sailors who are called-up on active service.

[See also 1'30, Greece; 2'0, Switzerland.]

### 2.3. UNEMPLOYMENT INSURANCE.

**SWITZERLAND: Basle Town.** The Act of 16th December, 1909 (Text E.B., V., p. 155, No. 2), to establish a State Unemployment Fund and to assist private unemployment funds, which has been amended several times, was amended again in some respects by an Act dated 28th May, 1914 (Text E.B., X., p. 113, No. 2). The most important amendments are as follows :— (1) The administration of the fund, which could be entrusted, in the discretion of the State Council, either to a special manager or to the Public Employment Bureau, is definitely transferred to the latter; (2) the limit of 35,000 fr. for the annual credit, voted annually to the State Council to cover the necessary advances, is repealed; (3) the State contribution is fixed at from 30 per cent. to 65 per cent. of the amount of benefit paid out, in the case of private funds which collect no special contributions from their members for unemployment insurance, and which consequently lose the State contribution if based upon contributions.

[See also, 1'30, Greece.]





# National Labour Legislation

## I. LAWS AND ORDERS

### I. United States

#### SUMMARY OF LABOUR LEGISLATION IN 1913-1914\*

##### I. Labour Legislation of General Application

###### 1. HYGIENE.

(a) GENERAL PROVISIONS ON CLEANLINESS, SANITATION, ETC., IN WORK-PLACES.—*Arizona*: List of prohibited occupations; §§3147 and 3156, 1913 (203, 204).—*California*: Wiping rags to be sterilised; ch. 81, 1913 (300); sanitation and air space in bunkhouses of labour camps; ch. 182, 1913 (304); medical and surgical chest; ch. 278, 1913 (307); *Colorado*: ch. 128, 1913 (393)—*Connecticut*: Occupational diseases to be reported by physician; ch. 14, 1913 (424)—*Maine*: Occupational diseases (lead poisoning) to be reported by physician to the State Board of Health; ch. 82, 1913 (890)—*Maryland*: Occupational diseases to be reported; ch. 165, 1912 (898)—*Massachusetts*: Records to be open; ch. 333, 1913 (1018); lighting; ch. 766, 1913 (1029)—Occupational diseases to be reported; ch. 813, 1913 (1033)—*Minnesota*: Occupational diseases to be reported by physician; ch. 21, 1913 (1122); limewashing in factories where women and children are employed; ch. 581, 1913 (1141)—*Missouri*: Prevention of disease, working clothes respirators, etc., p. 402, 1913 (1211)—*Nebraska*: Sanitation in factories, mills, workshops, mercantile or mechanical establishments; §3588, etc., 1913 (1298)—*Nevada*: Smoking forbidden; §6578, 1912 (1339)—Collars on shafts; §6797, 1912 (1343)—*New Hampshire*: Occupational diseases to be reported; ch. 118, 1913 (1369)—*New Jersey*: Occupational diseases to be reported; ch. 351, 1912 (1423)—*New York*: Labels to be affixed on articles of factories with occupational diseases, ch. 334, 1912 (1514); taking food into certain workrooms to be prohibited, ch. 336, 1912 (1512); occupational diseases to be reported, ch. 145, 1913 (1490); cleanliness in factories, ch. 82, 1913 (1508, 1509); drinking water, wash-rooms, dressing-rooms, water closets, ch. 340, 1913 (1510)—*North Carolina*: Toilet rooms; ch. 83,

\* The figures in brackets refer to pages in the *Bulletin of the United States Bureau of Labour Statistics*. Whole Number 148. Washington: Government Printing Office, April, 1914.

1913 (1579)—*Ohio*: Sanitation, occupational diseases to be reported; p. 184, 819, 1913 (1661, 1668)—*Pennsylvania*: Permit required for manufactures in tenements; No. 428, 1913 (1927); sanitation in factories, occupational diseases to be reported; No. 851, 1913 (1934)—*Vermont*: Regulations for heating and ventilation, No. 216, 1912 (2150)—*United States*: Package of white phosphorus matches, ch. 75, 1911-1912 (2431)—*Virginia*: Sanitation, ch. 62, 1912 (2164).

(b) LAVATORIES AND DRESSING ROOMS; SANITARY ACCOMMODATION.—TENEMENT HOUSES.—*Colorado*: Ch. 128, 1913 (393)—*Delaware*: ch. 97, 1913 (436)—*Florida*: ch. 6488, 1913 (472)—*Illinois*: p. 359, 1913 (623)—*Iowa*: ch. 201, 1913 (760)—*Kansas*: ch. 226, 1913 (804)—*Kentucky*: ch. 77, 1912 (833)—*Michigan*: No. 177, 1913 (1088)—*Missouri*: p. 401, 1913 (1211)—*Nebraska*: sec. 3589, 1913 (1298)—*New York*: ch. 195, 1913 (1515)—*North Carolina*: ch. 83, 1913 (1579)—*Pennsylvania*: No. 466, 1913 (1930); No. 851, 1913 (1934)—*South Carolina*: §869, Civil Code, 1912 (1994)—*South Dakota*: ch. 240, 1913 (2026)—*Wyoming*: ch. 108, 1913 (2350).

(c) EXHAUST FANS, ETC., VENTILATION.—*Colorado*: ch. 128, 1913 (393)—*Connecticut*: ch. 208, 1913 (424)—*Minnesota*: ch. 316, 581, 1913 (1128, 1141)—*Missouri*: p. 402, 1913 (1211)—*Nebraska*: §3590, 1913 (1298)—*New Jersey*: ch. 5, 1912 (1390)—*New York*: ch. 196, 1913 (1509)—*Pennsylvania*: No. 447, 1913 (1928)—*Porto Rico*: No. 42, 1913 (1963).

## 2. PREVENTION OF ACCIDENTS.

(a) LIFTS, HOISTS, SHAFTING, DOORS, GUARDS, ETC.—*Florida*: Guards; ch. 6488, 1913 (474)—*Massachusetts*: Guards; ch. 318, 1912 (981); inspection of elevators; ch. 806, 1913 (1031)—*Minnesota*: Hoists, doors; ch. 160, 1913 (1067); guards; ch. 316, 1913 (1128)—*Nebraska*: Guards; §3597, 1913 (299)—*New Jersey*: Belt shifters; ch. 6, 1912 (1388); inspection of elevators; ch. 183, 1913 (1423)—*New York*: ch. 145, 199, 202, 286, 461 and 543, 1913 (1482, 1496, 1505, 1516).

(b) STEAM BOILERS AND MACHINES.—*Indiana*: Inspection of steam boilers; ch. 301, 1913 (710)—*Massachusetts*: Inspection of steam boilers; ch. 531, 1912 (954)—*Montana*: Inspection of steam boilers and vessels; ch. 30, 63, 1913 (1218, 1273)—*Nebraska*: §3597, 1913 (1299)—*New Jersey*: ch. 183, 1913 (1423)—*New Hampshire*: Inspection of steam vessels; ch. 185, 1913 (1371)—*New York*: Inspection of steam boilers; ch. 523, 765, 1913 (1474, 1541)—*Ohio*: Inspection of steam boilers; p. 649, 1913 (1654).

(c) FIRE ESCAPES, EMERGENCY EXITS, ETC.—*Connecticut*: ch. 81, 1913 (401)—*Massachusetts*: ch. 655, 1913 (1022)—*Minnesota*: ch. 316, 1913 (1131)—*Nebraska*: §3612a-3615, 1913 (1305)—*New Hampshire*: ch. 215, 1913 (1361)—*New York*: Disposal of waste materials; ch. 329, 1912; ch. 154, 1913 (1508); fire alarm signals; ch. 330, 1912; ch. 203, 1913 (1507); sprinklers; ch. 332, 1912 (1508); exits, ch. 461, 1913 (1497)—*Pennsylvania*: Exits to be fireproof; No. 190, 1913 (1920)—*Tennessee*: ch. 40, 1913 (2067).

(d) LIGHTING.—*Massachusetts*: ch. 766, 1913 (1029)—*Minnesota*: ch. 316, 1913 (1129)—*New York*: ch. 219, 1912 (1529).

## 3. CONTRACTS OF WORK.

*Florida*: Contracts of employment with intent to defraud; ch. 6528, 1913 (478)—*Nebraska*: Service letter after termination of contract of employment; §§3572-3574, 1913 (1292)—*Nevada*: Violation of contract of employ-

ment; §6588, 1912 (1340); false representations of employers; ch. 276, 1913 (1353)—*Philippine Islands*: Contracts of employment with intent to defraud; No. 2098, 1911-1912 (1949); *South Carolina*: Contracts to be witnessed; §3809, 1912 (1997)—fraudulent breach of contracts of employment; criminal code, 1912, §492 (2004); notice of suspension of work; No. 424, 1912 (2008).

#### 4. HOME-WORK.

*New York*: Issue of licences, inspection, sanitation, registration of home workers; ch. 260, 1913 (1516)—*Pennsylvania*: Permits; No. 428, 1913 (1927).

#### 5. EMPLOYMENT OFFICES.

(a) PUBLIC EMPLOYMENT OFFICES.—*Connecticut*: Licences, fees; ch. 4, 1913 (406)—*Illinois*: Number of employment offices, p. 334, 1913 (551)—*Minnesota*: Establishment of free State employment bureaux, ch. 518, (1137)—*Nebraska*: Free employment office in the office of the bureau of labour and industrial statistics; §3558, 1913 (1291)—*Ohio*: p. 528, 1913 (1615)—*Philippine Islands*: Public registry of workmen; §2129, 1911-1912 (1949)—*South Dakota*: State Bureau of information; ch. 117, 1913 (2023).

(b) PRIVATE EMPLOYMENT OFFICES.—*California*: Licensing fees, false advertisements are culpable; ch. 282, 1913 (308); notice of labour disturbances to be given; ch. 333, 1913 (320)—*Indiana*: Registration fees; ch. 321, 1913 (678)—*Maine*: Notice of strike to be given; ch. 16, 1913 (890)—*Massachusetts*: Notice of strike; ch. 545, 1912 (991)—*Michigan*: Licensing fees; no. 301, 1913 (1093)—*Minnesota*: False representations forbidden; ch. 544, 1913 (1138)—*Nevada*: Licensing fees, §3727, 1912 (1328)—False statements forbidden; §6785, 1912 (1342); forgery of employers' certificates; §6787, 1912 (1342)—*New Hampshire*: Notice of labour disputes; ch. 212, 1913 (1372)—*Wisconsin*: False statements forbidden, licensing, fees; ch. 663, 1913 (2302).

#### 6. HOURS OF LABOUR.

(a) GENERAL REGULATION.—*Alaska*: Sunday labour forbidden; exceptions; §2021, 1913 (187)—*Connecticut*: Sunday labour forbidden; ch. 119, 1913 (424)—*Massachusetts*: Making up lost time on holidays forbidden; ch. 359, 1913 (1018); weekly day of rest; exemptions; ch. 619, 1913 (1021)—*Mississippi*: Ten-hour day in manufacturing establishments; ch. 157, 1912 (1154)—*Nebraska*: Ten-hour day for labourers and mechanics; §3561, 1913 (1291)—Sunday labour forbidden; §8802, 1913 (1319)—*New Hampshire*: Unnecessary holiday labour forbidden; ch. 188, 1913 (1371)—*New York*: Sunday labour forbidden; exceptions; ch. 740, 1913 (1478)—*Oklahoma*: Sunday labour forbidden; ch. 204, 1913 (1706)—*Oregon*: Ten hours day in factories; ch. 102, 1913 (1780)—*Porto Rico*: Sunday labour forbidden, etc.; no. 131, 1913 (1958)—*South Carolina*: Sunday labour forbidden; criminal code, 1912; §698 (2006)—*United States*: Post offices of the first and second class closed on Sundays; ch. 398, 1911-1912 (2435).

#### 7. WAGES.

(a) PAYMENT OF WAGES.—*Alaska*: Coercion as to boarding or trading forbidden; ch. 9, 1913 (187)—*Arizona*: Payment of wages due to discharged employees, §616, 1913 (209)—*California*: What assignments valid; ch. 287, 1913 (265); payment of wages due to seasonal labourers in presence of the commissioner of the bureau of labour statistics; ch. 198, 1913

(305)—*Illinois*: What assignments valid; p. 199, 1913 (621); semi-monthly pay day; payment of wages due to absent or discharged employees; p. 358, 1913 (623)—*Indiana*: Semi-monthly pay day; ch. 27, 1913 (703)—*Louisiana*: Semi-monthly pay day; No. 27, 1912 (864)—Payment of wages due to discharged employees: No. 250, 1912 (866)—*Maine*: Weekly pay day: ch. 26, 1913 (882)—*Michigan*: Semi-monthly pay day; No. 59, 1913 (1082)—*Mississippi*: Monthly pay day; ch. 141, 1912 (1153)—*Missouri*: Payment of wages due to discharged employees; p. 175, 1913 (1206)—*Nevada*: Payment of wages in scrip, §1939, 1940, 1912 (1325); §§6788-6790, 1912 (1342); Coercion as to boarding or trading forbidden; §6791, 1912 (1342)—*Ohio*: Semi-monthly pay day; p. 154, 1913 (1693)—*Pennsylvania*: Semi-monthly pay day; No. 76, 1913 (1917)—*Philippine Islands*: Coercion as to boarding or trading forbidden; No. 2193, 1912-1913 (1950)—*South Carolina*: Payment of wages earned within the State; Civil Code, §2807, 1912 (1995)—Payment of wages due to discharged employees; Payment of wages in scrip; Civil Code, 1912, §3812 (1908)—Use of scrip payable at future time; Criminal Code, 1912, §503 (2005)—*Tennessee*: Semi-monthly pay day; ch. 29, 1913 (2064)—*Virginia*: Ch. 106, 1912 (2158).

(b) PROTECTION OF WAGES.—(MECHANICS' LIENS).—*Alaska*: Compiled laws, 1913, §51, 164-174, 691-724; Acts of 1913, ch. 79 (32)—*Arizona*: Acts of 1912, ch. 66 (33)—*Illinois*: Acts of 1913, p. 400 (40)—*Iowa*: Acts of 1913, ch. 267 (42)—*Kansas*: Acts of 1913, ch. 218, 242 (43)—*Kentucky*: Acts of 1912, ch. 115 (44)—*Louisiana*: Acts of 1912, Nos. 23 and 195 (44)—*Maine*: Acts of 1913, ch. 50 (45)—*Michigan*: Acts of 1913, Nos. 92, 136, and 394 (48)—*Mississippi*: Acts of 1912, ch. 232 (50)—*Missouri*: Acts of 1913, p. 408 (51)—*Nebraska*: Revised Statutes of 1913, §3823-3843 (53)—*Nevada*: Revised laws of 1912, §2213-2231 (53)—*New Jersey*: Acts of 1912, ch. 265, 294 (55)—*Ohio*: Acts of 1913, p. 369 *et seq.*, p. 941, §54 (59)—*Oklahoma*: Acts of 1913, ch. 82 (61)—*South Carolina*: Acts of 1912, No. 350 (66)—*South Dakota*: Acts of 1913, ch. 263 (66)—*Texas*: Acts of 1913, ch. 124 (68)—*Wisconsin*: Acts of 1913, ch. 213 and 241 (74)—*Wyoming*: Acts of 1913, ch. 100 (75).

(c) ASSIGNMENT OF WAGES.—*Alaska*: Sixty days' earnings exempt from execution, §1105, 1913 (186)—*Idaho*: Exemption of wages from execution; ch. 60, 1913 (521)—*Minnesota*: Thirty days' earnings exempt from execution; ch. 335, 439, 1913; (1103, 1133)—*Kansas*: Exemption of wages from execution; ch. 232, 1913 (792)—*Montana*: Thirty days' earnings exempt from execution; ch. 48, 1913 (1235)—*Nebraska*: Ninety per cent. of the wages of all persons who are heads of families, etc., are exempt from execution; §8104, 1913 (1317)—*Nevada*: Thirty days' earnings exempt from execution; §5288, 1912 (1336)—*New Jersey*: Ch. 202, 1912 (1422)—*South Carolina*: Sixty days' earnings exempt from execution; Code of civil procedure, 1912, §355 (2000)—*Wisconsin*: Three months' earnings exempt from execution under certain conditions; ch. 187, 1913 (2304)—*New York*: Exemption of wages from execution; ch. 579, 1913 (1458)—*Pennsylvania*: Attachments for board; No. 89, 1913 (1824).

PROTECTION OF WAGES.—(a) GENERAL. *Alaska*: Wages as preferred claims; §1704, 1913 (186)—*Hawaii*: Security for wages of employees on public works; No. 31, 1913 (78)—*Kentucky*: Assignment of wages; ch. 126, 1912 (834)—*Louisiana*: Security for wages in any undertakings where the amount involved is \$1,000 or over; No. 167, 1912 (78); Loans to employees: Maximum rate 8 per cent; Acts of 1912, No. 240 (866)—*Massachusetts*: Orders for wages must be signed and registered by the employer; ch.

675, 1912 (1010)—*Minnesota* : Ch. 439, 1913 (1133)—*Nebraska* : Wages as preferred claims ; §263, 1913 (1279) : Licenses for wage brokers' registration : The rates of interest shall not exceed 10 per cent. ; §§3357-3368, 1913 (1287)—*Nevada* : Wages as preferred claims ; §§606, 5493 *et seq.*, 6145, 1912 (1321, 1336, 1338) : In insolvency of corporations ; §1187, 1912 (1322) ; forced contributions from employees forbidden ; §1943-1945, 1912 (1326) : ch. 264, 1913 (79)—*Pennsylvania* : Orders for wages must be signed and registered by the employer : Assignments by married men only valid with the written consent of the wife ; Act 268, 1913 (1926)—*Texas* : Ch. 99, 1913 (79)—*Utah* : Wages as preferred claims ; ch. 23, 24, 1913 (2105, 2109).

(b) WOMEN.—*Alaska* : §490, 1913 (79) ; *Nebraska* : §1562, 1913 (80)—*Nevada* : §§2167, 2169, 1912 (80)—*South Carolina* : §3759, 1912 (80).

## 8. RIGHT OF COMBINATION.

(a) PROTECTION OF LABOUR ORGANISATIONS.—*Nevada* : Meetings permitted ; Revised laws, 1912, §6801 (1344).

(b) PROTECTION OF BADGES, ETC. ; TRADE MARKS OF TRADE UNIONS.—*Michigan* : Acts of 1913 ; ch. 279 (82)—*Missouri* : Acts of 1913, p. 763-765 (82)—*Nevada* : Revised laws of 1912, §4309, 4635-4637, 6691-6694 (82, 1335).

(c) PROHIBITION OF BOYCOTTING, BLACKLISTING, ETC.—*Alaska* : False representations and notices on employment of labour prohibited ; ch. 36, 1913 (188)—*Arizona* : Blacklisting prohibited ; ch. 61, 1912 (228)—*Massachusetts* : Interference with employment forbidden ; ch. 495, 1912 (968) : Persuasion not an offence ; ch. 690, 1913 (1027)—*Minnesota* : False representation forbidden ; ch. 544, 1913 (1138)—*Nevada* : False representation forbidden, §§1936-1938, 1912 (1325)—Interference with employment a misdemeanour ; §6377, 1912 (1338) : Blacklisting prohibited, §6779, 1912 (1341)—*New Mexico* : Blacklisting prohibited ; ch. 33, 1912 (1441).

## 9. EMIGRATION AND IMMIGRATION.

*Mississippi* : Licences for emigrant agents, ch. 94, 1912 (1152)—*Nevada* : Immigration of slaves, etc., prohibited ; §6847, 1912 (1345)—*South Carolina* : Licences for emigrant agents ; Criminal code, 1912, §896 (2007).

## 10. PUBLIC WORKS AND CONTRACTS.

(a) WAGES.—*Arizona* : §3103, 1913 (197)—*Nebraska* : Maximum rate for employees on public roads ; §2929, 2930, 1913 (1282)—*Nevada* : Minimum wage of three dollars for labour on public works ; §3481, 1912 (1327)—*United States* : Rates of wages of employees of Government printing office ; ch. 355, Act of 24th August, 1912 (2362, 2434).

(b) HOURS OF LABOUR.—*Alaska* : Eight-hour day ; §36, ch. 7, 1913 (86, 187)—*Arizona* : Eight-hour day ; §3103, 1913 (197)—*Idaho* : Eight-hour day ; ch. 165, 1913 (529)—*Kansas* : Eight-hour day ; ch. 220, 1913 (770)—*Missouri* : Eight-hour day ; pp. 399-420, 1913 (1175, 1215)—*Nevada* : Leave of absence for fifteen days in each calendar year, with full pay, for every State employee ; §4109, 1912 (1328) ; eight-hour day ; §§3035, 6778, 1912 (86, 1340)—*New Jersey* : Eight-hour day ; ch. 253, 1913 (1429)—*New York* : Eight-hour day ; ch. 494, 1913 (1476)—*Ohio* : Eight-hour day ; Constitution amendments ; 37, 1912 (1603) ; p. 854, 1913 (1603)—*Oregon* : Eight-hour

day ; ch. 1, 1913 (1773)—*Porto Rico* : Eight-hour day ; No. 140, 1913 (1964)—*South Carolina* : Ten-hour day for employees on public roads ; §1977, 1912 (86)—*Texas* : Eight-hour day ; ch. 68, 1913 (86, 2101)—*United States* : Eight-hours day ; ch. 174, 1911-1912 (2432) ; Post Office employees ; ch. 389, 1911-1912 (2435) ; ch. 106, 1912-1913 (2361)—*Wyoming* : Eight-hour day ; ch. 90, 1913 (2350)

(c) EMPLOYEES.—*Arizona* : Aliens not to be employed ; §3105, 1913 (197)—*Nevada* : Public printing offices provided ; revised laws of 1912, §4305-4340 (87) ; Chinese not to be employed on public works ; *ib.*, §§3483-3485 (1327).

(d) EMPLOYERS' LIABILITY : NOTIFICATION OF ACCIDENTS.—*Arizona* : Reports and investigations on accidents ; ch. 90, 1912 (230)—*Columbia* : Notification of accidents ; ch. 150, 1912-1913 (464)—*Hawaii* : Notification of accidents ; No. 89, 1913 (506)—*Illinois* : Reports and investigations on accidents ; p. 459, 1913 (627)—*Indiana* : Notification of accidents ; ch. 76, 1913 (705)—*Maine* : Reports and investigations on accidents ; ch. 129, 1913 (890) ; *Missouri* : p. 556, 1913 (1216)—*Montana* : Investigations on accidents ; ch. 52, 1913 (1271)—*Nevada* : Reports and investigations on accidents ; §4541, 1912 (1335)—*New Hampshire* : Reports and investigations on accidents ; ch. 145, 1913 (705)—*Pennsylvania* : Reports and investigations on accidents ; ch. 854, 1913 (1937)—*United States* : System of compensation for injuries of employees on the Isthmian Canal and the Panama Railroad ; ch. 390, 1911-1912 (2437).

(e) PAYMENT OF WAGES.—*New Hampshire* : Bi-weekly pay day for persons who are not under salary ; ch. 38, 1913 (1368)—*Oregon* : Contractor to make prompt payments ; ch. 1, 1913 (1773).

## 11. NATIVE LABOUR.

### 12. WORK IN PRISONS AND INSTITUTIONS.

*Alaska* : Public works is the only system authorised ; compiled laws of 1913, §2082 (101)—*California* : The letting of contracts for prison labour is forbidden ; commission created to consider the advisability of establishing a State farm on which convicts might be employed ; ch. 74, 585, and 588, 1913 (102, 145)—*Delaware* : Public works is the only system authorised ; ch. 271-273, 1913 (103)—*Hawaii* : Public Works is the only system authorised ; Act No. 29 and 53, 1913 (105)—*Idaho* : Leasing of convicts prohibited ; ch. 179, 1913 (106)—*Illinois* : All forms of leasing or contract are forbidden ; p. 581, 1913 (106)—*Indiana* : Public works is the only system authorised ; ch. 83 and 236, 1913 (107)—*Iowa* : Leasing is forbidden ; ch. 134 and 318, 1913 (107)—*Kansas* : Public works is the only system authorised ; ch. 219 and 304, 1913 (108)—*Kentucky* : The contract and public-account systems are authorised for the employment of State convicts, and leasing and employment on public roads and ways, or in workhouses for county convicts ; ch. 33 and 50, 1912 (109)—*Louisiana* : Leasing is prohibited ; ch. 26, 1912 (109)—*Maine* : Public works is the only system authorised ; ch. 20, 1913 (110)—*Massachusetts* : Contract labour is forbidden ; ch. 565, 1912 ; ch. 633, 724, 1913 (110)—*Michigan* : Public works is the only system authorised ; Acts Nos. 96, 175, and 265, 1913 (111)—*Minnesota* : Leasing is prohibited ; ch. 144, 188, and 373, 1913 (112)—*Mississippi* : Leasing is prohibited ; ch. 146, 1912 (112)—*Missouri* : The contract, public-account, and State-use systems are authorised ; p. 147, 1913 (113) ; *Montana* : The contract system is prohibited ;

p. 324, 1913 (113)—*Nebraska*: The contract, public-account, and State-use systems are authorised; §§3529–3550, 4414, 4469, 4470, 5205, 7179, 7187, 7308–7370, 9232, 1913 (114)—*Nevada*: The contract, public-account, and State-use systems are authorised; Acts of 1912, §§6620–6623, 7561–7622; ch. 115, 187, and 288, 1913 (114)—*New Hampshire*: The contract system is authorised; ch. 178, 1913 (115)—*New Jersey*: The public-account and State-use systems are authorised; eight-hour day for convicts; ch. 139, 223, 402, 1912; ch. 255, 290, 366, 1913 (115)—*New Mexico*: All systems authorised; hours of labour, 9 a.m. to 4 p.m.; ch. 50, 61, 1913 (116)—*New York*: The farming-out or contracting of convicts' labour is forbidden; eight-hour day; ch. 444; §62, 1912 (116)—*North Dakota*: The lease and contract systems are forbidden; ch. 217, 1913 (118)—*Ohio*: State-use system only authorised; p. 65, 551, 725, 1913 (118)—*Oklahoma*: State-use system only authorised; ch. 112, 215, 217, 1913 (119)—*Oregon*: State-use system only authorised; ch. 2, 3, 19, 78 (§§20–26), 1913 (119)—*Pennsylvania*: Contract labour is forbidden; Commission to investigate and report on how to utilise convict labour; Acts Nos. 36, 194, 216, 755, 1913 (120, 145) — *South Carolina*: All systems authorised; Act No. 312, 1912; No. 145, 1913 (121)—*South Dakota*: All systems authorised; ch. 139, 1913 (122)—*Vermont*: All systems authorised; Acts. No 238, 239, 242, 244, 1912 (124) — *Virginia*: All systems authorised; ch. 58, 59, 295, 1912 (124) — *Washington*: Contract system forbidden; ch. 38, 114, 132, 164, 1913 (125) — *West Virginia*: As many convicts as possible are to be employed on contracts; ch. 41–44, 1913 (125)—*Wisconsin*: All systems authorised; ch. 716, 717, 1913 (125)

*Arizona*: Protection of employees as members of the National Guard; ch. 85, 1912 (229); receipt of fees for foremen forbidden; §3146, 1913 (202)—*Arkansas*: Tips for employees forbidden; Act 98, 1913 (254)—*Massachusetts*: Protection of employees as members of the National Guard; ch. 358, 1912 (1010); influencing voters a misdemeanour; time to vote; ch. 835, 1913 (1039)—*Minnesota*: Threats, etc., forbidden; ch. 3, 1912 (1122)—*Mississippi*: Tips to the employees of hotels, railroad companies, etc., forbidden; ch. 136, 1912 (1152)—*Missouri*: Voting by employees absent from home; p. 323, 1913 (1210)—*Nebraska*: time to vote, two hours; threatening discharge or close of business a misdemeanour; §2193, 2405, 1913 (1280)—*Bribery of employees forbidden*; §8728, 1913 (1318)—*Nevada*: Voting by employees absent from home; §1714, 1912 (1322); interference with employment forbidden; §§6377, 6740, 1912 (1338, 1340); employers not to charge fees; bribery of employees forbidden; protection of employees as members of labour organisations; bribery of representatives forbidden; §§6783, 6786, 6792, 1912 (1341); time to vote, three hours; ch. 15, 1913 (1345)—*New Hampshire*: Protection of employees as members of labour organisations; ch. 208, 1913 (1371)—*New Mexico*: Time to vote, two hours; ch. 15, 1912 (1441); bribery, threats, etc., forbidden; ch. 63, 1912 (1443); voting by employees absent from home; ch. 73, 1912 (1443)—*North Carolina*: Threatening to discharge, etc., forbidden; ch. 164, 1913 (1581); bribery of employees, tips forbidden; ch. 190, 1913 (1581)—*Ohio*: Protection of voting employees, p. 94, 1913 (1694)—*Oklahoma*: Protection of employees as members of the National Guard; ch. 164, 1913 (1745)—*South Carolina*: Bribery of employees forbidden; Criminal Code, 1912; §277 (2000); Protection of employees as voters; *ib.*, §369 (2001); enticing employees under contract forbidden; *ib.*, §504 (2006)—*Wisconsin*: Protection of employees as voters; ch. 5, 1913 (3211).

## II. Protection of Women and Children

### (A) EMPLOYMENT OF WOMEN.

#### 1. PROHIBITION OF EMPLOYMENT.

(a) MINES.—*Arizona* : §3129, 1913 (201)—*Colorado* : ch. 56, §108, 1913 (381)—*Virginia* : ch. 178, 1912 (2173).

(b) SALE OF INTOXICATING LIQUORS.—*Alaska* : Employment in bar-rooms forbidden ; compiled Laws 1913, §2587 (187)—*New York* : Employment of female persons, not being members of the family ; ch. 264, 1912 (1540).

(c) EMPLOYMENT IN A STANDING POSITION.—*Porto Rico* : Women under the age of 16 years ; Act 42, 1913 (1962).

(d) DANGEROUS WORKS.—*Minnesota* : Oiling or cleaning moving machinery ; ch. 316, 1913 (130)—*New York* : Cleaning of moving machinery by female persons under 21 years ; ch. 464, 1913 (1513)—*Wisconsin* : ch. 381, 1913 (2269).

(e) BASEMENTS, ETC.—*New York* : ch. 145, 1913 (1535).

(f) PROTECTION OF MOTHERS.—*Connecticut* : Employment forbidden four weeks before and after childbirth ; ch. 112, 1913 (424)—*New York* : Employment forbidden four weeks after childbirth ; ch. 331, 1912 (1513)—*Vermont* : Employment forbidden two weeks before and four weeks after childbirth ; Act 85, 1912 (2145).

(g) MOTHERS' PENSIONS.—*Colorado* : p. 694, 1913 (326) ; *Idaho* : ch. 73, 1913 (533)—*Illinois* : p. 127, 1913 (618)—*Iowa* : ch. 31, 1913 (719)—*Massachusetts* : ch. 763, 1913 (1028)—*Michigan* : Act No. 228, 1913 (1055)—*Minnesota* : ch. 130, 1913 (1126)—*Missouri* : p. 146, 1913 (1201)—*Nebraska* §1250, 1913 (1279)—*Nevada* : §728, 739, 1912 ; ch. 133, 1913 (1321)—*New Hampshire* : ch. 123, 1913 (1369)—*New Jersey* : ch. 281, 1913 (1430)—*Ohio* : p. 864, 1913 (1661)—*Oklahoma* : ch. 219, §813, 1913 (1745)—*Oregon* : ch. 42, 1913 (1774)—*Pennsylvania* : No. 80, 1913 (1917)—*South Dakota* : ch. 275, 1913 (2026)—*Utah* : ch. 90, 1913 (2133)—*Washington* : ch. 179, 1913 (2227)—*Wisconsin* : ch. 669, 1913 (2256).

#### 2. HOURS OF LABOUR.

(a) UNDER EIGHTEEN YEARS.—*Arizona* : Eight hours a day and 48 a week ; employment prohibited before 7 a.m. and after 7 p.m. ; §3132, 1913 (201).

(b) UNDER TWENTY-ONE YEARS.—*Kentucky*.—Ten hours a day and 60 a week ; ch. 77, 1912 (833)—*New York* : Nine hours a day, 54 a week ; employment prohibited before 6 a.m. and after 9 p.m. ; ch. 539, 1912, and ch. 465, 1913 (1494)—*Pennsylvania* : Employment prohibited before 6 a.m. and after 9 p.m. ; Act 466, 1913 (1929).

(c) WITHOUT AGE LIMIT.—*Arizona* : Eight hours a day and 56 a week, one hour for dinner ; Criminal Code of 1913, §717 (205)—*Colorado* : Eight hours a day in manufacturing, mechanical and mercantile establishments, laundries hotels and restaurants ; p. 692, 1913 (395)—*Connecticut* : 10 hours a day, 55 hours a week ; ch. 179, 1913 (417)—*Delaware* : 10 hours a day, 55 a week in several industries ; hours to be posted ; ch. 175, 1913 (439)—*Idaho* : Nine hours a day, canneries exempted ; ch. 86, 1913 (534)—*Kentucky* : 10 hours a day, 60 a week ; ch. 77 1912, (833)—*Massachusetts* : 56 hours a week in garment establishments ; ch. 452, 1912 (1000) ; 10 hours a day, 54 a week in mercantile, etc., establishments ; ch. 758, 1913 (971)—*Minnesota* : 10 hours a day, 58 a week in mercantile establishments, nine hours a day and



54 a week in telephone or telegraph establishments; one hour for dinner; ch. 581, 1913 (1141)—*Missouri*: nine hours a day 54 a week; p. 400, 1913 (1175)—*Montana*: 9 hours a day in manufacturing, mechanical or mercantile establishments telephone or telegraph offices, laundries, hotels or restaurants; ch. 108, 1913 (1277)—*Nebraska*: 9 hours a day, 54 a week; employment prohibited before 6 a.m. and after 10 p.m.; §3564, 1913 (1292)—*New Hampshire*: 10½ hours a day and 55 a week, one hour for dinner; ch. 156, 1913 (1370)—*New Jersey*: 10 hours a day, 60 a week, except canneries; ch. 216, 1913 (1422)—*New York*: 9 and 10 hours per day, 54 and 60 a week; employment prohibited before 7 a.m. and after 6 (10) p.m.; ch. 493, 1913 (1533); time-book; ch. 539, 1912 and ch. 465, 1913 (1495); employment prohibited before 6 a.m. and after 10 p.m.; ch. 83, 1913 (1513); in canneries 10 hours a day and 60 a week between 15th June and 15th October and 12 a day and 66 a week between 25th June and 5th August; ch. 539, 1912, and ch. 465, 1913 (1495)—*Pennsylvania*: 10 hours a day, 54 a week; employment prohibited before 6 a.m. and after 10 p.m., 45 minutes for meal-time; Act No. 466, 1913 (1928)—*Porto Rico*: 8 hours a day, 48 a week, 9 hours with double rate payment for the overtime worked; Act No. 42, 1913 (1961)—*Rhode Island*: 10 hours a day, 54 a week in factories, mercantile and industrial establishments, etc.; ch. 912, 1913 (1984)—*South Carolina*: 10 to 11 hours a day, 60 a week in cotton and woollen manufacturing establishments; Criminal Code of 1912, §421 (2001); 12 hours a day, 60 a week in mercantile establishments; ib. §430 (2003)—*South Dakota*: 10 hours a day; ch. 240, 1913 (2025)—*Texas*: 10 hours a day, 54 a week; 11 hours a day in laundries with double rate payment for overtime worked; ch. 175, 1913 (2103)—*Vermont*: 11 hours a day and 58 a week in manufacturing or mechanical establishments; Act No. 85, 1912 (2145)—*Virginia*: 10 hours a day, ch. 248, 1912 (2157)—*Wisconsin*: 10 hours a day, 55 a week; ch. 381, 1913 (2269).

### 3. HYGIENE: PREVENTION OF ACCIDENTS.

*Arizona*: §3115, 1913 (198)—*Arkansas*: Act 235, 1913 (256)—*California*: Seats; ch. 352, 1913 (295)—*Florida*: Seats: ch. 6488, 1913 (475)—*Idaho*: Seats; ch. 86, 1913 (534)—*Kentucky*: Seats; wash rooms; ch. 77, 1912 (833)—*Massachusetts*: Seats; ch. 96, 1912 (978); investigation on sanitation in core rooms where women are employed; ch. 653, 1912 (1011); provisions for pulleys, etc., ch. 426, 1913 (1018)—*Montana*: Seats; ch. 108, 1913 (1277)—*Nebraska*: Seats; §3562, 3563, 1913 (1292)—*New York*: Seats, ch. 197, 1913 (1480); ch. 145, 1913 (1535)—*Pennsylvania*: Seats, wash rooms, lunch rooms, exhaust fans, drinking water; Act no. 466, 1913 (1930)—*Porto Rico*: Seats, sanitation; Act 42, 1913 (1962)—*South Carolina*: Seats; Criminal Code, 1912, §429 (2002)—*South Dakota*: Seats, Act No. 240, 1913 (2026)—*Texas*: Seats; ch. 175, 1913 (2013)—*Tennessee*: Seats, ch. 45, 1913 (2037).

### 4. WAGES.

*Massachusetts*: The women attendants in bath houses shall receive the same scale of wages as the men attendants; ch. 683, 1912 (1012)—*Utah*: Provisions for minimum wages; ch. 63, 1913 (2133).

## (B) EMPLOYMENT OF CHILDREN AND YOUNG PERSONS.

### 1. PROHIBITION OF EMPLOYMENT.

(a) UNDER TEN YEARS.—*Arizona*: Street trades; §3133, 1913 (201)—*Florida*: Boys not to sell newspapers; ch. 6488, 1913 (472)—*Porto Rico*: Any lucrative occupation prohibited; ch. 42, 1913 (1962).

(b) UNDER TWELVE YEARS.—*Delaware*: in canneries; ch. 176, 1913 (40); boys not to sell newspapers (446)—*Florida*: in stores offices or in the street trade; ch. 6488, 1913 (472)—*Maryland*: in canneries, mercantile establishments; boys not to sell newspapers; ch. 731, 1912 (906-911)—*Massachusetts*: Boys not to sell newspapers; ch. 831, 1913 (1036)—*Mississippi*: Boys in mills, factories, manufacturing establishments or canneries; ch. 165, 1912 (1150)—*New York*: Boys in the street trade; ch. 618, 1913 (1538)—*North Carolina*: in factories and establishments, ch. 64, 1913 (1578)—*Porto Rico*: Boys not to sell newspapers; Act 42, 1913 (1963)—*South Carolina*: in factories, mines, textile establishments; Criminal Code, 1912, §422 (2001).

(c) UNDER FOURTEEN YEARS.—*Arizona*: Any occupation forbidden; boys over 10 and under 14 years of age may be licensed to sell papers or to engage in other work outside school hours; §3110, 1913 (197)—*Delaware*: Employment in certain occupations forbidden; ch. 176, 1913 (440); girls not to sell newspapers, boys as boot blacks, etc. (446)—*Florida*: Occupation in mills factories, workshops, mechanical establishments, laundries, or on the stage of any theatre; ch. 6488, 1913 (472)—*Maryland*: Employment in certain occupations forbidden; boys as bootblacks; ch. 731, 1912 (906, 911)—*Massachusetts*: Factories, mills, workshops, laundries, etc., during school-time; ch. 831, 1913 (973)—*Minnesota*: Employment in certain occupations forbidden; ch. 516, 1913 (1115)—*Mississippi*: Girls in mills, factories, mercantile establishments and canneries; ch. 165, 1913 (1150)—*Montana*: Work during school-time forbidden without an age and school certificate; ch. 76, 1913 (1275)—*Nebraska*: Certain occupations forbidden; §3575, 1913 (1293)—*Nevada*: Certain occupations for boys without written permit forbidden; §6824, 1912 (1344); during school-time; ch. 232, 1913 (1348)—*New Hampshire*: Employment in certain occupations forbidden; ch. 224, 1913 (1363)—*New York*: Employment certificates; ch. 144, 1913 (1534); factories; ch. 529, 1913 (1490); employment certificates for boys in street trades; ch. 618, 1913 (1538)—*Ohio*: Acrobatic, mendicant, etc., occupations forbidden; p. 864, 1913 (1695)—*Porto Rico*: Begging, etc., Act No. 42, 1913 (1963-1964)—*Rhode Island*: Occupation in factories forbidden; ch. 956, 1913 (1967)—*South Carolina*: Cleaning of gears, etc., and machines in motion forbidden; §427, 1912 (2002)—messenger service; Act 405, 1912 (2007)—*South Dakota*: Occupation in factories, workshops, mines forbidden; in mercantile establishments only during the vacation of the public schools; ch. 240, 1913 (2025)—*Tennessee*: Employment in certain occupations forbidden; occupation during school-time forbidden; ch. 47, 1913 (2060)—*Vermont*: Occupation forbidden in factories, in workshops, quarries, mills in which more than 10 persons are employed; Act No. 75, 1912 (2135)—*Virginia*: Boys in mines; ch. 178, 1912 (2173).

(d) UNDER FIFTEEN YEARS OF AGE.—*California*: Certain occupations forbidden; ch. 214, 1913 (279)—*Delaware*: Certain occupations forbidden; ch. 176, 1913 (441, 445)—*Ohio*: Certain occupations forbidden for boys, p. 864, 1913 (1696).

(e) UNDER SIXTEEN YEARS OF AGE.—*Arizona*: Occupation during school-time forbidden; ch. 77, 1912 (229); certain occupations forbidden; §§3112-3114, 1913 (198); employment certificates; §§3116-3126, 1913 (199); girls not to sell newspapers; §3133, 1913 (201)—*California*: During school-time; ch. 214, 1913 (281)—*Colorado*: In mines; ch. 56, §108, 1913 (381)—*Delaware*: Employment certificates; ch. 176, 1913 (442); girls as boot-blacks, etc. (446); street trades permitted only after 6 a.m. and before 8 p.m. with an employment certificate not during school-time (447)—*Florida*: Girls not to sell newspapers;

ch. 6488, 1913 (472); certificates (472), certain occupations forbidden (474)—*Indiana*: During school-time without certificate; ch. 213, 1913 (707)—*Louisiana*: Certain occupations forbidden; Act No. 184, 1912 (864)—*Maryland*: Certain occupations forbidden; girls as boot-blacks; ch. 731, 1912 (906-911)—*Massachusetts*: Employment of minors forbidden (474); when attendance of continuation schools required; ch. 805, 1913 (1030); certain occupations prohibited; certificates; ch. 779, 831, 1913; (973, 1035)—*Minnesota*: Certain occupations forbidden; ch. 316, 516, 1913 (1117, 1129)—*Montana*: Certificates for the employment of minors between 14 and 16 years of age; school attendance required for illiterates; ch. 76, 1913 (1276)—*Nebraska*: Employment of minors between 14 and 16 years of age in certain occupations only with certificates; §3576, 1913 (1293)—*Nevada*: Employment of girls without written permit forbidden; §6824, 1912 (1344); certain occupations forbidden; ch. 232, 1913 (1348)—*New Jersey*: Night-work in bakeries forbidden; ch. 127, 1912 (1419)—*New York*: Age and school certificates for children between 14 and 16 years of age; ch. 332, 1912; ch. 101, 529 748, 1913, (1457, 1490); certain occupations forbidden; ch. 464, 1913 (1512, 1513); occupation forbidden in certain establishments for more than nine hours a day, 54 a week, between 7 p.m. and 8 a.m.; ch. 493, 1913 (1533); street trades forbidden for girls; ch. 618, 1913 (1538)—*Tennessee*: Employment in certain establishments after 6 p.m. and before 6 a.m. forbidden; ch. 47, 1913 (2060)—*Vermont*: Certain occupations forbidden; No. 75, 1912 (2135)—*Wisconsin*: Sale of newspapers during school-time and between 7.30 p.m. and 5 a.m. forbidden; ch. 483, 1913 (2279).

(f) UNDER SEVENTEEN YEARS OF AGE.—*Louisiana*: Employment in pool and billiard rooms; ch. 25, 1912 (683).

(g) UNDER EIGHTEEN YEARS OF AGE.—*Arizona*: Certain occupations forbidden; §§3127, 3128, 1913 (200)—*California*: Certain occupations prohibited, night-work; ch. 214, 1913 (279); in messenger service for houses of prostitution and in gambling houses; ch. 282, §13, 1913 (311)—*Delaware*: Night-work in messenger service; ch. 176, 1913 (446)—*Florida*: Night-work in messenger service; ch. 6488, 1913 (474)—*Maryland*: Girls in standing occupations; ch. 731, 1912 (911); certain occupations prohibited (*ibid.*)—*Massachusetts*: Certain occupations prohibited; girls not to sell newspapers; ch. 831, 1913 (1035)—*Nevada*: Begging, etc., §6823, 1912 (1344)—*New York*: Cleaning of machines in motion for boys forbidden; certain occupations prohibited; ch. 464, 1913 (1513)—*Ohio*: Certain occupations prohibited; No. 864, 1913 (1699)—*Pennsylvania*: Certain occupations prohibited; No. 412, 1913 (1858).

(h) UNDER TWENTY-ONE YEARS OF AGE.—*Arizona*: Messenger service before 5 a.m. and after 10 p.m.; §3130, 1913 (201)—*Delaware*: Bar rooms; ch. 176, 1913 (443)—*Florida*: Bar rooms; ch. 6488, 1913 (474)—*Maryland*: Bar rooms; ch. 731, 1912 (911)—*Massachusetts*: Compulsory evening school attendance for illiterate minors between 16 and 21 years of age; ch. 467, 1913 (1018); bar rooms; ch. 831, 1913 (1036)—*New York*: Cleaning of machinery in motion for females forbidden; ch. 464, 1913 (1513)—*Ohio*: Girls or messenger service; p. 864, 1913 (1696); minors in bar rooms (*ibid.* 1700).

(i) WITHOUT AGE LIMIT.—*Alaska*: Bar rooms; §2587, 1913 (187)—*Connecticut*: Bar rooms; ch. 11, 1913 (423)—*Minnesota*: Bar rooms; ch. 80, 1912 (1115)—*Nevada*: Bar rooms; §6506, 1912 (1338)—*New York*: Girls or women not members of the family or minors in bar rooms; ch. 264, 1912 (1540); in basements; ch. 145, 1913 (1535).

## 2. HOURS OF LABOUR.

(a) UNDER FOURTEEN YEARS OF AGE.—*Virginia* : 10 hours a day ; ch. 248, 1912 (2157).

(b) UNDER SIXTEEN YEARS OF AGE.—*Arizona* : Eight hours a day, 48 a week ; employment before 7 a.m. and after 7 p.m. forbidden ; §3131, 1913 (201)—*Connecticut* : 10 hours a day, 55 a week ; ch. 179, 1913 (417)—*Delaware* : 54 hours a week ; employment before 7 a.m. and after 6 p.m. prohibited ; 30 minutes for dinner ; ch. 176, 1913 (445).—*Florida* : Nine hours a day, 54 a week ; employment before 5 a.m. and after 8 p.m. in mines prohibited ; ch. 6488, 1913 (473).—*Hawaii* : Girls not to be employed before 6 a.m. and after 9 p.m. ; Act No. 14, 1913 (506).—*Massachusetts* : Eight hours a day, 48 a week ; employment before 6.30 a.m. and after 6 p.m. prohibited ; boys not to be employed in street trade after 9 p.m. and before 5 a.m. ; ch. 831, 1913 (1036)—*Minnesota* : Eight hours a day, 48 a week ; employment before 7 a.m. and after 7 p.m. prohibited ; ch. 8, 1912 (1116)—*Mississippi* : Boys eight hours a day ; ch. 165, 1912 (1150)—*Nebraska* : Eight hours a day, 48 a week ; employment after 8 p.m. and before 6 a.m. prohibited ; §3584, 1913 (1296)—*Nevada* : Boys eight hours a day, 48 a week ; ch. 232, 1913 (1349)—*New Hampshire* : Boys 11 hours a day, 56 a week ; employment before 6.30 a.m. and after 7 p.m. prohibited ; ch. 224, 1913 (1363)—*New York* : Nine hours a day, 54 a week ; employment before 8 a.m. and after 7 p.m. prohibited ; ch. 493, 1913 (1533) ; in factories eight hours a day, 48 a week ; employment before 8 a.m. and after 5 p.m. ; ch. 539, 1912, and ch. 465, 1913 (1494)—*Rhode Island* : 10 hours a day, 54 a week ; ch. 912, 956, 1913 (1984, 1967)—*South Carolina* : Employment in factories, mines and textile manufactories between 8 p.m. and 6 a.m. prohibited ; Criminal Code, 1912, §423 (2001)—*South Dakota* : 10 hours a day, 60 a week ; ch. 240, 1913 (2025)—*Tennessee* : 10½ hours a day, 58 a week ; ch. 12, 1913 (2062)—*Wisconsin* : Eight hours a day, 48 a week ; employment between 6 p.m. and 7 a.m. prohibited ; ch. 584, 1913 (2275) ; boys not to be employed in street trade between 8.30 p.m. and 5 a.m. ; ch. 483, 1913 (2279).

(c) UNDER EIGHTEEN YEARS OF AGE.—*Massachusetts* : 10 hours a day, 54 a week ; in mercantile establishments, etc. ; ch. 758, 1913 (971) ; boys, 10 hours a day, 54 a week ; employment between 10 p.m. and 5 a.m. prohibited ; ch. 831, 1913 (1036)—*Mississippi* : Girls eight hours a day, 48 a week ; employment before 6 a.m. and after 7 p.m. prohibited ; ch. 165, 1913 (1150)—*Nevada* : Girls eight hours a day, 48 a week ; messenger service between 10 p.m. and 5 a.m. prohibited ; ch. 232, 1913 (1349)—*New Hampshire* : Girls, 11 hours a day, 58 a week ; employment before 6.30 a.m. and after 7 p.m. prohibited ; ch. 224, 1913 (1363)—*New York* : Boys, in factories nine hours a day, 54 a week ; employment before 4 a.m. and after midnight prohibited ; ch. 539, 1912, and ch. 465, 1913 (1494) ; girls of 16 years and more and boys between 16 and 18 years of age in factories, 10 hours a day, 54 a week (1495)—*South Carolina* : Employment between 10 p.m. and 5 a.m. prohibited ; Act No. 405, 1912 (2007)—*Vermont* : 11 hours a day, 58 a week in manufacturing and mechanical establishments ; Act No. 85, 1912 (2145).

(d) UNDER TWENTY-ONE YEARS OF AGE.—*Massachusetts* : Girls, 10 hours a day, 54 a week ; employment between 10 p.m. and 5 a.m. prohibited ; ch. 831, 1913 (1036).

(e) WITHOUT AGE LIMIT.—*Massachusetts* : 56 hours a week for garment workers in mercantile establishments ; ch. 452, 1912 (1000)—*New Hampshire* : 10½ hours a day, 55 a week ; ch. 156, 1913 (1370)—*New York* : Employment before 6 a.m. and after 10 p.m. prohibited ; ch. 83, 1913 (1513)—*South Dakota* : 10 hours a day ; ch. 240, 1913 (2025).

### 3. APPRENTICESHIP.

*Nevada* : A male young person under the age of 18 years of age and a female person under the age of 15 may be found out by the father or by the mother or the guardian ; duty of master. Term of apprenticeship : Males, five years or more ; females, four years or more ; Revised Laws of 1912, §482-497, 2919 (18)—*South Carolina* : Males may be bound as apprentices until the age of 21 and females until the age of 18 or until married within that age ; Civil Code of 1912, §§973, 3799-3808 (24).

### 4. HYGIENE : PREVENTION OF ACCIDENTS.

*Delaware* : Seats for girls ; ch. 176, 1913 (445)—*Florida* : Washrooms, seats for girls, lime-washing, safety appliances ; ch. 4688, 1913 (475)—*Massachusetts* : Seats for girls ; ch. 96, 1912 (978)—*New York* : Registration of children employed ; ch. 145, 1913 (1534)—*South Dakota* : Sanitary provisions, seats ; ch. 240, 1913 (2025).

### 5. WAGES.

*South Carolina* : Earnings of minors under the age of 21 years to be paid to the parents if required ; §3788, 1912 (1997).

## III. Labour Legislation for Particular Trades

### 1. AGRICULTURE ; FISHERY.

*Alaska* : Aliens not to fish ; §254, 1913 (185)—*South Carolina* : Contracts to be witnessed ; payment in money ; Civil Code of 1912, §3809 *et seq.* (1997).

### 2. MINING.

(a) PROHIBITION OF EMPLOYMENT.—*Arizona* : Boys under 18 years of age ; ch. 33, 1912 (226).

(b) EMPLOYEES.—*Arizona* : Intoxication to be punished ; ch. 33, 1912 (226)—*Colorado* : Examination and licensing of foremen ; ch. 56, 1913 (370)—*Illinois* : Examination of miners ; p. 438, 1913 (625) ; shot-firers ; §442, 1913 (557)—*Michigan* : Intoxication to be punished ; Act No. 177, 1913 (1092)—*Nevada* : Certain employees to speak English ; ch. 285, 1913 (1354)—*Virginia* : Examination of miners ; ch. 178, 1914 (2167).

(c) HOURS OF LABOUR.—*Alaska* : Eight-hour day in all underground mines, smelters, etc. ; ch. 29, 1913 (188)—*Arizona* : Eight hours ; ch. 28, 1912 (215) ; §3108, 1913 (197)—*California* : Eight-hour day in all underground mines, smelters, etc. ; ch. 186, 1913 (305)—*Colorado* : Eight-hour day in all underground mines, smelters, etc. ; ch. 95, 1913 (389)—*Missouri* : Eight-hour day in mines, smelters, etc. ; p. 399, 1913 (1175)—*Nevada* : Eight-hour day for surface demeanour ; ch. 56, §173, 1913 (589)—*Nevada* : Payment of wages not to be in bar rooms ; §4230, 1912 (1334)—*Pennsylvania* : Record of cars ; Act No. 468, 1913 (1933).

(d) PAYMENT AND PROTECTION OF WAGES.—*Colorado* : Bribery a misdemeanour ; ch. 56, §173, 1913 (389)—*Nevada* : Payment of wages not to be in bar rooms ; §4230, 1912 (1334)—*Pennsylvania* : Record of cars ; Act No. 468, 1913 (1933).

(e) PREVENTION OF ACCIDENTS ; HYGIENE.—*Alaska* : Ventilation sprinkling, shot-firers ; §202, 1913 (185)—*Arizona* : Maps ; shot-firers ; storage of explosives ; escape shafts ; hoists ; safety cages ; ventilation ; lights ; ch. 33,

1912 (220); medical assistance; Act No. 218, 1913 (255)—*California*: Telephones in all mines where a depth of over 500 feet has been reached; ch. 368, 1913 (321)—*Colorado*: Ventilation, refuge holes, entries, danger signals, etc.; ch. 56, 1913 (371)—*Illinois*: Ventilation, etc., p. 412, 1913 (606); package and storage of explosives; pp. 431-434, 1913 (624)—*Iowa*: Regulations for sypsum mines; ch. 198, 1913 (757)—*Kansas*: Washrooms; ch. 226, 1913 (804); escape shafts; ch. 229, 1913 (805)—*Michigan*: Ventilation, doors, fire-extinguishers, wash rooms, escape shafts, etc.; Act No. 177, 1913 (1083); location of power drills; Act No. 220, 1913 (1092)—*Missouri*: Construction of underground stables; p. 411, 1913 (1214)—*Nevada*: Storage of explosives in mines prohibited, tamping bars, ladders, exits, shafts, cages, doors, ropes, boiler inspection, ventilation, signals, smoke-helmets; §4211 *et seq.*, 1912 (1331); safety cages; §6799, 1912 (1344); exits; ch. 64, 1913 (1346); prevention of dust; ch. 125, 1913 (1347, 1348)—*New Mexico*: Escape shafts, ventilation, fans, shot-firers; ch. 80, 1912 (1445)—*New York*: Prevention and enforcement by Commissioner of Labour; ch. 145, 1913 (1524)—*Ohio*: Illuminating oil; p. 25, 1913 (1641)—*Oklahoma*: Wash rooms, telephones; ch. 125, 1913 (1742)—*Pennsylvania*: Emergency supplies in anthracite mines; Act No. 850, 1913 (1836)—*Tennessee*: Supplies for first-aid ch. 24, 1913 (2063); rescue-stations; ch. 38, 1913 (2065)—*Virginia*: Provisions for first-aid; ch. 178, 1912 (2172)—*Wyoming*: Telephones; ch. 68, 1913 (2349).

(f) INSPECTION.—*Alaska*: Salaries of inspectors; §203, 1913 (185) appointment of a chief inspector; ch. 72, 1913 (192)—*Arizona*: Appointment of an inspector; ch. 33, 1912 (216)—*Colorado*: Appointments of inspectors; ch. 56, 1913 (365)—*Iowa*: Appointment of three inspectors; ch. 197, 1913 (729)—*Michigan*: Appointment of an inspector; Act No. 177, 1913 (1083)—*Missouri*: Appointment of a chief inspector; p. 409, 1913 (1191)—duties of inspectors; p. 410, 1913 (1214)—*Montana*: Appointment of a deputy inspector; ch. 134, 1913 (1278)—*Nevada*: Appointment of an inspector; §4198 *et seq.*, 1912 (1328)—*New Mexico*: Appointment of inspectors; ch. 80, 1912 (1445)—*Utah*: Appointment of an inspector; ch. 78, 1913 (2111)—*Virginia*: Duties of inspectors; ch. 178, 1912 (2166).

(g) NOTIFICATION OF ACCIDENTS: EMPLOYERS' LIABILITY.—*Alaska*: ch. 72, 1913 (192)—*Arizona*: ch. 33; §13, 1912 (219)—*Colorado*: ch. 56, §163, 1913 (387)—*Iowa*: ch. 198, 1913 (758)—*Nevada*: §4207, 1912 (1330)—*New Mexico*: ch. 80, 1912 (1448)—*Virginia*: ch. 178, 1912 (2174).

### 3. METAL TRADES.

*Missouri*: Wash rooms in foundries; p. 401, 1913 (1211)—*New York*: Foundries to be subject to provisions relating to factories; ch. 201, 1913 (1515)—*Pennsylvania*: Wash rooms in foundries; Act No. 32, 1913 (1865).

### 4. MANUFACTURE OF MACHINERY, Etc.: ELECTRICAL WORKS.

(a) HOURS OF LABOUR.—*Arizona*: Eight-hour day; §3099, 1913 (196).

(b) PREVENTION OF ACCIDENTS.—*Nevada*: Insulation of power wires; ch. 271, 1913 (1350)—*New York*: Switchboards to be protected; ch. 543, 1913 (1482)—*Washington*: Construction and maintenance of electrical apparatus; ch. 130, 1913 (2221).

### 5. CHEMICAL INDUSTRY.

### 6. TEXTILE TRADES.

### 7. WOOD WORKS.

## 8. POLYGRAPHIC TRADES.

*Louisiana* : Ventilation in printing offices using three or more linotype machines ; Act No. 237, 1912 (866)—*Massachusetts* : Sanitary cloths in printing offices ; ch. 472, 1913 (1019).

## 9. FOOD AND TOBACCO INDUSTRIES.

(a) BAKERIES, CONFECTIONERS, ETC.—*California* : Fire-proofing required for bakeries, etc., in which fat is boiled in tenement houses ; ch. 356, 1913 (321)—*Colorado* : Sanitary provisions ; ch. 128, 1913 (393)—*Iowa* : Sanitary provisions ; ch. 201, 1913 (760)—*Minnesota* : Employment of persons with infectious diseases forbidden ; ch. 47, 1913 (1122)—*Nebraska* : Sanitary provisions ; §§2598-2607, 1913 (1280)—*New Jersey* : Sanitary provisions ; hours of labour ; 10 hours a day ; night-work for minors forbidden ; ch. 127, 1913 (1418)—*New York* : Bakeries not to be in basements ; ch. 797, 1913 (1523) ; sanitary provisions ; ch. 463, 1913 (1521, 1524)—*Washington* : Inspection of bakeries ; ch. 60, 1913 (2221)—*Wisconsin* : Inspection of bakeries ; ch. 772, 1913 (2262)—*Wyoming* : Sanitary provisions ; ch. 108, 1913 (2350).

(b) PRESERVES.—*Delaware* : Cannery inspector, floors, dressing-rooms, toilets, smoking and spitting forbidden ; ch. 97, 1913 (435).

## 10. CLOTHING AND CLEANING TRADES.

BARBERS.—*Kansas* : Examination and licensing ; ch. 2921, 1913 (127)—*Michigan* : Examination and licensing ; Act No. 387, 1913 (127)—*New Hampshire* : Sanitation, inspection ; ch. 15, 1913 (1361)—*Wisconsin* : Examination and licensing ; ch. 752, 1913 (127).

## 11. BUILDING TRADES.

*Arizona* : Sale of liquor near construction camps forbidden, where 25 or more men are employed ; ch. 2, 1912 (212)—*California* : Safety rails and lines ; ch. 48, 1913 (299) ; elevators inspection ; ch. 275, 1913 (307)—*Colorado* : Safety rails inspection, flooring to be laid, elevators ; ch. 122, 1913 (392)—*Massachusetts* : Building inspection ; ch. 655, 1913 (1022)—*Minnesota* : Scaffolding flooring to be laid, etc. ; ch. 316, 1913 (1130)—*Nebraska* : Scaffolding, flooring to be laid, inspection, elevators, signals ; §3602 *et seq.*, 1913 (1301) ; sale of liquor near construction camps forbidden where 25 or more men are employed ; §§3879-3880, 1913 (1310)—*Nevada* : Sale of liquor near construction camps forbidden where 25 or more men are employed, §6839, 1912 (1345)—*New York* : Provision for labour in high air pressure ; ch. 528, 1913 (1526) ; provisions of protection for employees ; ch. 292, 1913 (1481)—*Porto Rico* : Construction of a scaffolds ; Act No. 30, 1913 (1961)—*Wisconsin* : Safety provisions ; ch. 88, 1913 (2295).

## 12. TRADE AND COMMERCE.

*New York* : Wash rooms, lunch rooms, water-closets to be separated for each sex ; ch. 145, 1913 (1535).

## 13. TRANSPORT INDUSTRY.

### (A) RAILWAYS.

(a) PROHIBITION OF EMPLOYMENT.—*Arizona* : 18-year limit for telegraph and telephone operators ; ch. 8, 1912 (212)—*Nebraska* : 21-year limit for telegraph and telephone operators ; §6096, 1913 (1314)—*Nevada* : Engineers to be able to read ; §6582, 1912 (1339).

(b) **EMPLOYEES.**—*Arizona*: Crews for railroads; ch. 16, 1912 (214); Qualifications of certain employees; §3148 *et seq.*, 1913 (203)—*California*: Crews for railroads; ch. 168, 1913 (293)—*Indiana*: Qualification of certain employees; ch. 43, 323, 1913 (704-708); employment of pilot engineers; ch. 100, 1913 (706); knowledge of the English language; ch. 274, 1913 (709); flagmen; ch. 279, 1913 (709)—*Kansas*: Flagmen; ch. 251, 1913 (804)—*Massachusetts*: Crews for trains; ch. 784, 1913 (1029)—*Missouri*: Crews for trains; p. 183, 1913 (1208)—*Nebraska*: Crews for trains; §5991 *et seq.*, 1913 (1310); intoxication of engineers, etc., a misdemeanour; §6057, 1913 (1312)—*Nevada*: Intoxication of engineers, etc., a misdemeanour; engineers to be able to read; §§3564, 6583, 1912 (1327-1339); crews for trains; ch. 74, 1913 (1346)—*New Jersey*: Crews for trains; ch. 190, 1913 (1426)—*New York*: Crews for railroads; ch. 146, 1913 (1554)—*Oregon*: Crews for trains; ch. 162, 1913 (1781)—*South Carolina*: Negligence to be punished; §660, 1913 (2006).

(c) **HOURS OF LABOUR.**—*California*: 16 hours a day; ch. 226, 1913 (295)—*Missouri*: nine hours a day; p. 187, 1913 (1210)—*Nebraska*: 16 hours a day, eight hours' rest; telephone and telegraph operators; nine hours' labour; §6088, 1913 (1313); certain employees to be 21 years for night-work; §6096, 1913 (1314)—*Nevada*: 16 hours' labour; telephone and telegraph employees; nine hours' labour; ch. 283, 1913 (1353)—*New Mexico*: 16 hours' labour, eight hours' rest; ch. 62, 1912 (1442)—*New York*: 10 to 16 hours a day, 10 hours' rest; ch. 462, 1913 (1477); flagmen eight hours; ch. 466, 1913 (1477)—*Ohio*: 15 hours, eight hours' rest; p. 557, 1913 (1684)—*South Carolina*: Provisions respecting Sunday labour; §§3210-3213; ch. 327, 1912 (1996)—*Wisconsin*: Provisions respecting Sunday labour; ch. 74, 1913 (2309).

(d) **PAYMENT AND PROTECTION OF WAGES.**—*Oklahoma*: Semi-monthly pay-day; ch. 46, 1913 (1742).

(e) **PREVENTION OF ACCIDENTS: SAFETY APPARATUS AND BRAKES: HYGIENE.**—*Arizona*: Head lights; ch. 27, 1912 (215); use of defective locomotives forbidden; ch. 30, 1912 (216); number of cars in a train; ch. 43, 1912 (228)—*Arkansas*: Number of switches; Act No. 67, 1913 (254)—*California*: Head lights; ch. 284, 1913 (312)—*Colorado*: Head lights; ch. 129, 1913 (395)—*Connecticut*: ch. 210, 1913 (424)—*Florida*: Head lights; ch. 6526, 1913 (478)—*Illinois*: Head lights; p. 506, 1913 (628)—*Indiana*: Intoxicants forbidden; ch. 20, 1913 (702); water spouts and cranes; ch. 93, 1913 (705); arrangement of cars and engines; ch. 130, 1913 (706); automatic fire-doors; ch. 235, 1913 (709); construction of locomotives; ch. 291, 1913 (710)—*Iowa*: Glass in front of seats, head lights; ch. 167-171, 1913 (756)—*Kansas*: Switch lights; ch. 253, 1913 (807); shelters over prepared tracks; ch. 256, 1913 (794)—*Louisiana*: Angles in frogs; Act No. 177, 1912 (864)—*Maine*: Construction of caboose cars; ch. 185, 1913 (891)—*Michigan*: Head lights; Act No. 77, 1913 (1083)—*Minnesota*: Head lights; ch. 93, 1913 (1123); safe clearance along roadway; ch. 3007, 1913 (1127)—*Mississippi*: Shelters over prepared tracks; ch. 152, 1913 (1153); head lights; ch. 153, 1913 (1153)—*Missouri*: Springs, escape of steam, seats in cabs; p. 180, 1913 (1206); head lights; p. 184, 1913 (1209)—*Montana*: Report on observance of safety provisions; ch. 115, 1913 (1277)—*Nebraska*: Lights on switch-stands, head lights; §§6031-6033, 1913 (1311); cars without automatic couplers not to be put into use; §6098, 1913 (1314)—*Nevada*: Head lights; ch. 32, 1913 (1346)—*New Hampshire*: Construction of caboose cars; ch. 116, 1913 (1369)—*New York*: Coal jimmies not to be used, construction of caboose cars; ch. 479, 1913 (1558)—*North Carolina*: Shelters over prepared tracks;



ch. 65, 1913 (1579)—*North Dakota* : Safe clearance along roadway ; ch. 230, 1913 (1599) ; head lights ; ch. 233, 1913 (1560)—*Ohio* : Brakes, etc. ; p. 117, 1913 (1679) ; construction of cabooses cars ; p. 719, 1913 (1680) ; rescue cars ; p. 467 1913 (1620)—*Oregon* : Head lights ; ch. 80, 1913 (1780)—*South Carolina* : Brakes ; Civil Code, 1912 ; §3217 *et seq.* (1996) ; head lights ; Act No. 452, 1912 (2008)—*Texas* : Derailing devices ; ch. 158, 1913 (2103)—*Vermont* : Head lights ; Act No. 160, 1912 (2145)—*Wisconsin* : Construction of cabooses : cars ; ch. 386, 1913 (2285).

(f) INSPECTION.—*Illinois* : Inspectors to be appointed ; p. 508, 1913 (558)—*Indiana* : Investigation of the construction of locomotives ; ch. 291, 1913 (710)—*Ohio* : p. 192, 1913 (1681)—*South Carolina* : Employers to furnish the names of employees to road overseers ; §638 ; 1912 (2006).

(g) NOTICE OF ACCIDENTS ; EMPLOYERS' LIABILITY.—*Florida* : Accidents to be reported ; ch. 6527, 1913 (467)—*Mississippi* : Liability of railroad companies ; ch. 215, 1912 (1146)—*Missouri* : Reports and investigations on railway accidents ; p. 556, 1913 (1216)—*Nebraska* : Liability of railroad companies, §6053 *et seq.*, 1913 (1312) ; assumption of risks in suits against railways ; §7891, 7892, 1913 (1317)—*Nevada* : Accidents to be reported ; §4578, 1912 (1335)—*New Hampshire* : Reports and investigations on railway accidents ; ch. 145, 1913 (1366)—*North Carolina* : Liability of railroad companies ; ch. 6, 1913 (1577)—*Rhode Island* : Reports and investigations on railway accidents ; ch. 795, 1912 (1989)—*South Carolina* : Investigations on railway accidents ; Civil Code, 1912, §3144 *et seq.* (1995, 1997)—*Virginia* : Liability of railroad companies ; ch. 291, 1912 (2154)—*Wisconsin* : Liability of railroad companies ; ch. 644, 1913 (2289)—*Wyoming* : Liability of railroad companies ; ch. 132, 1913 (2351).

#### (B) STREET RAILWAYS.

(a) HOURS OF LABOUR.—*Massachusetts* : nine hours ; ch. 33, 1912 amended by ch. 833, 1913 (1011)—*South Carolina* : 12 hours, Criminal Code, 1912, §431 (2003).

(b) PREVENTION OF ACCIDENTS ; HYGIENE.—*Indiana* : Intoxicants forbidden ; ch. 20, 1913 (702)—*Louisiana* : Seats for employees ; Act No. 20, 1912 (863)—*Massachusetts* : Equipment of street cars ; ch. 357, 1913 (953)—*Mississippi* : Enclosed and heated vestibules ; ch. 148, 1912 (1153) ; seats and heated vestibules ; p. 189-190, 1913 (1163)—*Montana* : Vestibules to be heated ; ch. 44, 1913 (1271)—*Brakes* ; ch. 80, 1913, (1277)—*Nebraska* : Enclosed vestibules ; §6181-6184, 1913 (1315)—*South Carolina* : Enclosed platforms ; Civil Code, 1912, §3948 *et seq.* (1999)—*Vermont* : Air brakes, seats for employees, Act No. 159, 1912 (2145).

(c) PAYMENT OF WAGES.—*Oklahoma* : Semi-monthly pay day ; ch. 46, 1913 (1742).

#### (C) SHIPPING.

*New Jersey* : Safety appliances at docks, etc. ; ch. 47, 1913 (1423)—*South Carolina* : Criminal Code, 1912, §164, 168, 898-901, 903 (97, 2000)—*Texas* : Stevedores to be licensed ; ch. 82, 1913 (2101)—*United States* : Quota of officers for vessels ; ch. 118, 1912-1913 (2437).

#### (D) CARRIAGE.

(a) PROHIBITION OF EMPLOYMENT.—*Montana* : Intoxicated drivers not to be employed ; ch. 72, 1913 (1275)—*Nebraska* : Intemperate drivers not to be employed ; §3020, 1913 (1282).

(b) LICENSING OF CHAUFFEURS.—*Arizona* : ch. 27, 1912 (132)—*California* : ch. 326, 1913 (133)—*Colorado* : ch. 114, 1914 (133)—*Connecticut* : ch. 135, 1913 (133)—*Indiana* : ch. 300, 1913 (133)—*Montana* : ch. 73, 1913 (133)—*New Hampshire* : ch. 81, 1913 (133)—*New Jersey* : ch. 333, 1912 (133)—*Ohio* : p. 763, 1913 (133)—*Pennsylvania* : Act no. 385, 1913 (133)—*Porto Rico* : Act no. 2159, 1912 (133).

## IV. Administration

### 1. BUREAUX OF LABOUR.

*Arkansas* : Bureau of labour and statistics created ; Act 322, 1913 (257)—*California* : Attorney for the State bureau of labour statistics to be appointed ; ch. 227, 1913 (306)—*Georgia* : Department of commerce and labour constituted ; p. 82, 1913 (492)—*Kansas* : Department of labour and industry created ; ch. 217, 1913 (803)—*Massachusetts* : Organisation of the bureau of statistics ; ch. 560, 1912 (961) ; State board of labour and industries established ; ch. 726, 1912 (1015)—*Minnesota* : Department of labour constituted ; ch. 518, 1913 (1134)—*Montana* : Department of labour and industry created ; ch. 55, 1913 (1271)—*Nebraska* : Bureau of labour census and industrial statistics created ; §3551 *et seq.* 1913 (1290)—*New Hampshire* : Bureau of labour created ; ch. 70, 1913 (1366)—*New Jersey* : Department of labour constituted ; ch. 117, 1912 (1393)—*New York* : Provisions respecting the department of labour ; ch. 145, 1913 (1482)—*Pennsylvania* : Department of labour and industry created ; Act No. 267, 1913 (1921)—*Porto Rico* : Bureau of labour established ; Act No. 84, 1912 (1959)—*South Carolina* : Department of agriculture, commerce and industries created ; Civil Code, 1912, §851 *et seq.* (1991)—*United States* : Department of labour created ; ch. 141, 1912–1913 (2438).

### 2. COMMITTEES, Etc., ON SOCIAL QUESTIONS.

*California* : Commission of immigration and housing ; ch. 318, 1913 (313) ; commission created by the name "Industrial Welfare Commission" to ascertain the wages paid, the hours and conditions of labour and employment in the various occupations, trades and industries in which women and minors are employed in the State of California, and to make investigations into the comfort and health, safety and welfare of such women and minors ; ch. 324, 1913 (316)—*Colorado* : State wages board composed of three members created to inquire into the wages paid to female employees above the age of 18 years and minor employees under the age of 18 years, and to fix the minimum wage ; ch. 110, 1913 (390)—*Delaware* : Child labour commission, composed of eight members created ; ch. 103, 1913 (438)—*Massachusetts* : Minimum wage commission created ; ch. 706, 1912 (1012) ; ch. 673, 1913 (1013) ; Immigration Commission created ; ch. 177, 1913 (146) ; Homestead Commission enlarged by the addition of two new members ; ch. 595, 1913 (1019)—*Michigan* : Commission to study the cost of living of married women, etc. ; Act No. 290, 1913 (147)—*Minnesota* : Minimum wage commission created to investigate the wages paid to women and minors in any occupation in the State ; ch. 547, 1913 (1138)—*Nebraska* : Minimum wage commission created to inquire into the wages paid to female employees and to minors in any occupation ; §3616 *et seq.*, 1913 (1306)—*Ohio* : Industrial commission created ; p. 94, 1913 (1604)—*Oregon* : Creation of a commission composed of three members by the name "Industrial Welfare Commission" to inquire into the wages paid, the hours and conditions of labour and employment in the various occupations in which

women and minors are employed; ch. 62, 1913 (1775)—*Pennsylvania*: Confirmation of the commission on accidents in mines, mills and factories, shops, etc., Act No. 380, 1913 (146); creation of a commission on safety and efficiency in mining operations; Act No. 775, 1913 (1933)—*Virginia*: Department of mines created; ch. 178, 1912 (2166)—*Washington*: Creation of a commission composed of five members by the name of "Industrial Welfare Commission" to inquire into the wages paid, the hours and conditions of labour and employment in the various occupations in which women and minors are employed, and to fix a minimum wage; ch. 174, 1913 (2224)—*United States*: Children's Bureau established; ch. 73, 1911-1912 (2431)—*Wisconsin*: Amendment of chap. 485, 1911, on creation of an industrial commission; ch. 588, 1913 (2293); ch. 772, 1913 (2255, 2262, 2294).

### 3. INSPECTION OF LABOUR.

*California*: Registration of factories; ch. 255, 1913 (306)—*Connecticut*: Appointment of eight deputy inspectors; ch. 131, 1913 (411)—*Kansas*: Appointment of a female factory inspector; ch. 217, 1913 (804)—*Louisiana*: Appointment of a factory inspector; Act No. 61, 1912 (862)—*Massachusetts*: Registration of women and minors employed; ch. 330, 1913 (1014)—*Inspection and regulation of factories*; ch. 610, 655, 1913 (1019, 1022); inspection of compressed air tanks; ch. 629, 1913 (1022)—*New Jersey*: Additional inspectors; ch. 67, 1912 (1417); inspection and registration of factories; ch. 183, 1913 (1423)—*New York*: Registration of factories; ch. 335, 1912 (1490); appointment, salary, etc., of State Fire Marshal; ch. 453, 1912 (1472); factory, homework and mercantile inspection; ch. 145, 1913 (1487).—*Tennessee*: Department of workshop and factory inspection of the State of Tennessee; ch. 11, 1913 (2061)—*Vermont*: Appointment of a factory inspector; Act No. 188-189, 1912 (2146).

### 4. ARBITRATION AND CONCILIATION.

*Alaska*: Mediation of labour disputes by the governor or by a board of arbitration created for this purpose; ch. 70, 1913 (190)—*Arkansas*: Mediation of strikes and lock-outs by the commissioner of the bureau of labour statistics; Act No. 322, §12, 1913 (259)—*Iowa*: ch. 292, 1913 (761)—*Nebraska*: Creation of a board of arbitration and conciliation; §3653 *et seq.*, 1913 (1308)—*Nevada*: Mediation of labour disputes by the governor or a board of arbitration; §1929 *et seq.*, 1912 (1322)—*New Hampshire*: Creation of a board of conciliation and arbitration; ch. 186, 1913 (1367)—*Pennsylvania*: Creation of a board of conciliation and arbitration; Act No. 267, §17, 1913 (1925)—*Vermont*: Board of conciliation and arbitration created; Act No. 190, 1912 (2147)—*United States*: Provisions on mediation in labour disputes; ch. 6, 1913 (2440).

## V. Employers' Liability and Insurance

*Alaska*: Creation of a fund to be known as the "Alaska Fund" for the relief of persons who are indigent and incapacitated through nonage, old age, sickness or accident; §305, 1913 (186); Liability of employers for damages which might result from the negligence of employees; ch. 45, 1913 (189)—*Arizona*: Liability of employers in all cases in which death or injury of employees, have not been caused by the negligence of the employees killed or injured; §3153 *et seq.*, 1913 (204)—*Arkansas*: Liabilities of companies; Act No. 175, 1913 (254)—*California*: Mutual insurance companies, liability of employers; ch. 177, 1913 (301); the Industrial Accident Fund created; ch. 178—

179, 1913 (304)—*Colorado* : Liability of employers for injuries which may result from the negligence of employees ; ch. 43, 1913 (365)—*Florida* : Payment of benefits no bar to liabilities ; ch. 6520, 1913 (477) ; no liability of employers for injuries caused only by the negligence of the employee ; ch. 6521, 1913 (477) ; accident to be reported ; ch. 6525, 1913 (478)—*Illinois* : Mutual companies ; p. 48, 1912 (618)—*Iowa* : Accidents to be reported ; ch. 196, 1913 (757)—*Louisiana* : Assumption of risks by an employer shall not be a defence for an action for damages for personal injury, but may be considered by the court in determining the measure of damages ; Act No. 187, 1912 (865)—*Massachusetts* : Accidents to be reported ; ch. 251, 1912 (989) ; application for membership ; ch. 910, 1913 (1018)—Right of pension for labourers employed by municipalities having reached the age of 60 years, obligatory with the age of 65 years ; ch. 363, 503, 1912 (1002, 1011) ; ch. 671, 1913 (1027)—*Michigan* : Mutual insurance companies created ; Act No. 12, 1912 (1079)—Insurance of State employees ; ch. 388, 1913 (1094)—*Minnesota* : Mutual insurance companies created ; ch. 122, 1913 (1123) ; Accidents to be reported ; ch. 416, 1913 (1132)—*Nebraska* : Change of occupation to be reported ; §3240-3242, 1913 (1283) ; Mutual insurance companies created ; §3322-3345, 1913 (1283)—Accidents to be reported, liability of employer ; §3598-3599, 1913 (1300)—*Nevada* : Liability of employer, §5649 *et seq.*, 1912 (1337)—*New Jersey* : Accidents to be reported ; ch. 156, 1912 (1421)—*New York* : Mutual companies ; ch. 832, 1913 (1469)—*North Carolina* : Provisions as to report of change of occupation ; ch. 91, 1913 (1580)—*Pennsylvania* : Change of occupation to be reported ; Act No. 394, 1913 (1926) ; Accidents to be reported ; Act No. 408, 1913 (1927)—*South Carolina* : Mutual insurance companies created ; Civil Code, 1912, §2860 (1995)—*Tennessee* : Accidents to be reported ; ch. 32, 1913 (2064).

## II. PARLIAMENTARY NOTES

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

### I. British Colonies

#### 1. COMMONWEALTH OF AUSTRALIA.\*

##### 5TH PARLIAMENT.

2nd Session, 15th April to 26th June, 1914. (Parliamentary Debates, Session 1914; Nos. 1-21.)

##### 1.—*Constitution Alteration (Railway Disputes) Bill.*

Sen. 16th April. Motion (McGregor) to introduce a Bill for an Act to alter the Constitution by empowering Parliament to make laws with respect to industrial disputes in relation to employment in State railway services. IR. (59).—3rd June. Adjournment (1750).—4th June. 2R. (1854).—11th June. 3R. (1989).

H.R. 11th June. IR. (2082).—18th June. Suspension of Standing Orders. Address to Governor-General (2246).

##### 2.—*Constitution Alteration (Trade and Commerce) Bill.* (E.B. IX, p. 207.)

Sen. 16th April. Motion (McGregor) to bring in a Bill to alter paragraph 1 of §51 of the Constitution. IR. (59).—3rd June. Debate (1747).—4th June. 2R. (1811).—11th June. 3R. (1989).

H.R. 11th June. IR. (2081).—18th June. Suspension of Standing Orders. Address to Governor-General (2246).

##### 3.—*Constitution Alteration (Industrial Matters) Bill.* (E.B. IX., p. 207.)

Sen. 16th April. Motion (McGregor) to bring in a Bill to alter paragraph XXXV. of §51 of the Constitution. IR. (59).—3rd June. Adjournment (1750).—4th June. 2R. (1854).—11th June. 3R. (1989).

H.R. 11th June. IR. (2082).—18th June. Suspension of Standing Orders. Address to Governor-General (2246).

##### 4.—*Constitution Alteration (Trusts) Bill.* (E.B. IX., p. 207.)

Sen. 16th April. Motion (McGregor) to bring in a Bill concerning Trusts. IR. (59).—3rd June. Adjournment (1750).—4th June. 2R. (1853).—11th June. 3R. (1989).

H.R. 11th June. IR. (2082).—18th June. Suspension of Standing Orders. Address to Governor-General (2246).

\* H.R. = House of Representatives      Sen. = Senate.      The numbers in brackets refer to pages of the Parliamentary Debates.

5.—*Constitution Alteration (Corporations) Bill.* (E.B. IX., p. 207.)

Sen. 16th April. Motion (McGregor) to bring in a Bill to alter paragraph XX. of §51 of the Constitution. 1R. (59).—3rd June. Adjournment (1750).—4th June. 2R. (1853).—11th June. 3R. (1989).

H.R. 11th June. 1R. (2081).—18th June. Suspension of Standing Orders. Address to Governor-General (2246).

6.—*Government Preference Prohibition Bill.*

H.R. 6th May. Motion (Irvine) to bring in a Bill for an Act to prohibit in relation to Commonwealth employment preferences and discriminations on account of membership or non-membership of an Association. Debate (664).—7th, 8th, 13th May. Debate continued (730, 815, 897); 1R. (980).—15th, 20th, 21st May. Debate (1058, 1133, 1135, 1240), 2R., Committee (1390).—27th, 28th May. Committee continued (1498, 1597), 3R. (1625).

Sen. 28th May. 1R. negatived (1590).

7.—*Insurance Bill.*

Sen. 22nd May. Motion (Henderson) to bring in a Bill relating to insurance (1430).—27th May. 1R. (1443).

## 2. NEW SOUTH WALES.\*

### 23RD PARLIAMENT.

2nd Session, 3rd March/8th April, 1914, Session 1914. (Parliamentary Debates, Session 1914, Nos. 1-21.)

1.—*Industrial Arbitration Act.* (Amendment of Schedule 1.) (E.B. IX., p. 209.)

L.A. Motion (Estell) : additions to Schedule 1 of the Industrial Arbitration Act of 1912 (668).—1st April. Committee (855).—8th April. Debate continued (1289).

2.—*Industrial Arbitration (Declaratory) Bill.*

L.A. 30th March. Motion (Cann) to bring in a Bill to declare the meaning and effect of §26 of the Industrial Arbitration Act of 1912 (668).—1st April. Committee. 1R. (851).

### 23RD PARLIAMENT.

3rd Session, 7th July/12th February, 1915, Session 1914-1915. (Parliamentary Debates, Session 1914-1915, Nos. 1-59.)

1.—*Eight Hours Bill.* (E.B. IX., p. 209.)

L.A. 21st July. Motion (Holman) to bring in a Bill to declare the legal hours of labour in certain occupations, to provide for overtime and payments therefor, to declare void certain contracts and agreements and to amend certain Acts (363).

2.—*State Labour Exchanges Bill.*

L.A. 21st July. Motion (Holman) to bring in a Bill to provide for the establishment, maintenance and regulation of State Labour Exchanges; to provide for the licensing of persons keeping private employment agencies; to regulate such agencies and the relation between such licences and persons seeking employment, for the protection of female persons seeking employment; to provide for the making of certain returns by employers; to amend the

\*L.C. = Legislative Council. L.A. = Legislative Assembly. The numbers in brackets refer to pages of the Parliamentary Debates.

Industrial Arbitration Act, 1912, and certain other Acts (364).—6th August. Committee, 1R. (594).

3.—*Sunday Trading (Refreshment Rooms) Bill.*

L.C. 22nd July. Introduction and 1R. of a Bill concerning the Sunday Trading (Refreshment Rooms) Bill (365).

4.—*Shearers' and Agricultural Labourers' Accommodation Bill.* (E.B. VIII., p. 241; E.B. IX., p. 210.)

L.A.: Motion (Holman) to bring in a Bill to provide for the accommodation of shearers and agricultural labourers; to repeal the Shearers' Accommodation Act, 1901; to amend certain Acts (363).

5.—*White Phosphorus Matches Prohibition Bill.* (E.B. IX., p. 210.)

L.C. 22nd July. Introduction and 1R. of a Bill for an Act to prohibit the use of white phosphorus in the manufacture of matches; to prohibit the sale of matches made with white phosphorus; to amend the Factories and Shops Bill, 1912 (365).—29th July. 2R, Committee (449).—30th July. 3R. (527).

L.A. 30th July. 1R. (566).—1st February. 2R. (2070).—3rd February. 3R. (2151).

Discussion of clauses on which the two Houses are not agreed: L.C. 3rd February (2135).

Assent reported: L.C. 10th February (2329).—L.A. 10th February (2361).

6.—*Wheat Acquisition Bill.*

L.A. 26th November. Motion (Hall) to bring in a Bill to enable the Government to compulsorily acquire wheat in New South Wales; to provide for compensation for wheat so acquired, and for its sale and distribution; to provide for varying certain contracts for the sale and delivery of wheat. Debate, 1R. (1480).—1st December. Debate, 2R. (1532).—2nd, 3rd and 4th December. Committee (1614, 1670, 1684).—7th December. 3R. (1731).

L.C. 8th December. 1R., Debate (1780); 2R., Committee.—9th December. 3R. (1860).

Discussion of clauses on which the two Houses are not agreed: L.A. 9th December (1911).

Assent reported: L.C. 27th January (1914).—L.A. 28th January (1975).

### 3. VICTORIA.\*

#### 23RD PARLIAMENT.

4th Session, 24th June/28th October, 1914. (Parliamentary Debates, Session 1914, Nos. 1-18.)

1.—*Workers' Compensation Bill.* (Introduced by Downward to amend the Workers' Compensation Act, 1914.)

L.A. 9th July. 1R. (306).

2.—*Factories and Shops Bill.*

L.A. 9th July. 1 and 2R. (303).—14th July. Debate, 3R. (355); Debate continued (379).—21st-23rd July. Debate continued and closed (490, 520, 559).

\*L.A. = Legislative Assembly. L.C. = Legislative Council. The numbers in brackets refer to pages of the Parliamentary Debates.

L.C. 28th July. 1R. (592).—1st, 9th September. Debate (1087, 1274); 2R. (1288).—15th, 17th, 22nd, 23rd, 29th, 30th September. Committee (1386, 1437, 1492, 1559, 1628, 1722, 1775); 3R. (1792).

Discussion of clauses on which the two Houses are not agreed: L.A. 7th, 8th October (1981, 2021).—L.C. 13th, 14th October (2110, 2159, 2171).—L.A. 14th, 22nd October (2235, 2503).—L.C. 22nd, 27th October (2478, 2569).—L.A. 27th October (2607).—L.C. 27th October (2587, 2590).

3.—*Scaffolding Inspection Bill.*

L.A. 9th July. 1 and 2R. (305).

4.—*Friendly Societies Bill.*

L.A. 22nd July. 1R. (519).—26th August. Debate, 2R., Committee (1054).—8th September. 3R. (1257).

L.C. 8th September. 1R. (1240).—10th September. 2R. (1349).—29th September. Committee, 3R. (1733).

Assent reported: L.A. 6th October (1915).—L.C. 6th October (1889).

5.—*Foodstuffs and Commodities Bill.*

L.A. 25th August. 1R. (979).—1st September. 2 and 3R. (1123).

L.C. 1st September. 1R. (1104).—8th September. 2 and 3R. (1237).

Assent reported: L.A. 10th September (1368).—L.C. 15th September (1385).

6.—*Apprentices Bill.*

L.A. 15th September. 1R. (1405).—16th September. 2R. (1459).—23rd September. 3R. (1664).

L.C. 23rd September. 1R. (1654).—7th October. 2R., Committee (1974).—14th October. Committee continued. 3R. (2168).

Assent reported: L.A. 20th October (2355).—L.C. 20th October (2333).

7.—*Constitution of New Wages Boards.*

(a) Tile Layers: L.A. 30th July. Adopted (688).—L.C. 10th September. Adjournment (1343).

(b) Perambulator Makers: L.A. 30th July. Adopted (688).—L.C. 10th September. Adopted (1343).

8.—*Public Contracts Bill.*

L.A. 10th September. 1R. (1352).—23rd September. Proposition of 2R. (1662).—29th September. Debate (1737); 2R. (1748).—30th September, 15th October. Committee (1828, 2245).—16th October. 3R. (2330).

L.C. 20th October. 1R. (2334).—23rd October. 2R., Debate (2556).—27th October. Debate continued, 3R. (2577).

Discussion of clauses on which the two Houses are not agreed: L.A. 28th October (2660).—L.C. 28th October (2640, 2642).

9.—*Price of Goods Bill.*

L.A. 12th August. 1 and 3R. (744, 762).

L.C. 13th August. 1R. (772).—18th August. Debate (807).—19th August. 2R. (869).—26th August. Committee, 3R. (1004).

Discussion of clauses on which the two Houses are not agreed: L.A. 1st September (1110).—L.C. 1st September (1099, 1104).—L.A. 2nd September (1136), 3rd September (1178).—L.C. 8th September (1212).—L.A. 8th September (1271).



Assent reported: L.A. 9th September (1313).—L.C. 9th September (1273).

#### 24TH PARLIAMENT.

1st Session, 3rd–23rd December, 1914. (Parliamentary Debates, 2nd Session, 1914, Nos. 1–5.)

- 1.—*Scaffolding Inspection Bill*. (E.B. X., p. 190, No. 3.)  
L.A. 9th December. 1R. (139).
- 2.—*Foodstuffs and Commodities Bill*.  
L.A. 21st December. 1R. (388).—2nd December. 2 and 3R. (511).  
L.C. 22nd December. 1R. (456).—23rd December. 2 and 3R. (554).
- 3.—*Price of Goods Bill*.  
L.A. 21st December. 1R. (388).—22nd December. Debate (512).—  
23rd December. 2 and 3R. (568, 616).  
L.C. 23rd December. 1R. (545); 2 and 3R. (557).

### 4. SOUTH AUSTRALIA.\*

#### 21ST PARLIAMENT.

4th Session, 16th July/27th November, 1914. (Parliamentary Debates, 4th Session, 1914, Nos. 1–18.)

- 1.—*Prices Regulation Bill*.  
H.A. 11th August. Motion (Attorney-General) to bring in a Bill for an Act to make provision for temporarily controlling and regulating the prices chargeable for the necessities of life. 1, 2 and 3R. (237).  
L.C. 11th August. 1, 2 and 3R. (223).  
Assent reported: H.A. 13th August (256).—L.C. 18th August (260).
- 2.—*Foodstuffs Commission Bill*.  
H.A. 19th August. Motion (Treasurer) to introduce a Bill for an Act relating to the distribution, export and prices of foodstuffs, and other commodities and to compel supplying of information in relation thereto. 1R. (295).—20th August. 2 and 3R. (309).  
L.C. 25th August. 1R. Debate (316).—26th August. 2R. (357).—  
1st September. 3R. (394).  
Discussion of clauses on which the two Houses are not agreed: H.A. 1st, 2nd September (421, 447).—L.C. 15th September (469).  
Assent reported: H.A. 24th September (643).—L.C. 29th September (648).

### 5. WESTERN AUSTRALIA.†

#### 8TH PARLIAMENT.

4th Session, 30th June/16th September, 1914. (Parliamentary Debates Session 1914, Nos. 1–11.)

- 1.—*Workers' Homes Act Amendment Bill*.  
L.A. 1st September. 1 and 3R. (982).

\*H.A. = House of Assembly. L.C. = Legislative Council. The numbers in brackets refer to pages of the Parliamentary Debates, which are printed separately for the two houses.

†L.C. = Legislative Council. L.A. = Legislative Assembly. The numbers in brackets refer to pages of the Parliamentary Debates.

L.C. 1st September. 1R. (950).—2nd September. 2 and 3R. (998).  
Assent reported: L.A. 8th September (1130).—L.C. 8th September (1091).

2.—*Workers' Compensation Amendment Bill.*

L.C. 14th July. 1R. (352).—28th July, 4th August. Debate (641, 774).

3.—*Industrial Arbitration Act Amendment Bill.*

L.A. 3rd September. 1 and 2R., Committee (1069).—8th September. 3R. (1130).

L.C. 8th September. 1R. (1127).—9th September. Debate (1151, 1158).—10th September. 2R., Committee. 3R. (1186, 1198).

Discussion of clauses on which the two Houses are not agreed: L.A. 10th, 11th September (1258, 1288).—L.C. 11th September (1286).—15th September. Bill dropped (1293).

4.—*Friendly Societies Act Amendment Bill.*

L.C. 1st September. 1 and 3R. (920).

L.A. 1st September. 1 and 3R. (981).

Assent reported: L.A. 8th September (1130).—L.C. 8th September (1091).

5.—*Coal Mines Regulation Amendment Bill.*

L.A. 22nd December. 1R. (472).—4th February. 2 and 3R. (1246).

L.C. 9th February. 1R. (1315).—10th February. 2R. (1369).—11th February. 3R. (1460).

Assent reported: L.A. 18th February (1603).—L.C. 23rd February (1668).

6.—*Bill relating to the Distribution, Export and Prices of Foodstuffs and other Commodities.*

L.A. 18th August. 1 and 3R. (851).

L.C. 18th August. 1 and 2R. (849).—25th August. Committee (855).—26th August. 3R. (894).

Assent reported: L.A. 8th September (1130).—L.C. 8th September (1091).

9TH PARLIAMENT.

1st Session, 3rd December, 1914/4th March, 1915. (Parliamentary Debates, Session 1914-15, Nos. 1-12.)

1.—*Industrial Disputes Bill.*

L.A. 15th December. 1R. (267).

6. NEW ZEALAND.\*

18TH PARLIAMENT.

4th Session, 25th June/5th November, 1914. (Parliamentary Debates, 4th Session, 1914, Nos. 1-35.)

1.—*Workers' Dwellings Act Amendment Bill.*

H.R. 6th October. 1R. (Vol. 170, p. 418).—15th October. Debate (Vol. 171, p. 108).—20th October. 2R. (146).—21st October. 3R. (226).

L.C. 22nd October. 1R. (235).—23rd October. 2 and 3R. (299).

\*L.C. = Legislative Council. H.R. = House of Representatives. The numbers in brackets refer to volumes and pages of the Parliamentary Debates.

2.—*Mining Amendment Bill.*

H.R. 1st October. 1R. (Vol. 170, p. 272).—2nd November. Debate. 2 and 3R. (Vol. 171, p. 701).

L.C. 3rd November. 1-3R. (767).

3.—*Industrial Conciliation and Arbitration Amendment Bill.*

(a) H.R. 15th July. Debate, 1 and 2R. (Vol. 168, p. 656).—30th July 3R. (Vol. 169, p. 288).—16th September. Committee (Vol. 170, p. 25).

(b) H.R. 29th September. Introduction. Debate, 1R. (Vol. 170, p. 174).—4th November. 3R. (Vol. 171, p. 819).

L.C. 4th November. 1R., Debate (Vol. 171, p. 817).

4.—*Immigration Restriction Amendment Bill.*

H.R. 30th June. 1R. (Vol. 168, p. 101).—4th August. Debate, 2R. (Vol. 169, p. 391).—11th August. 3R. (500).

L.C. 12th August. 1R. (511).—13th August. 2R. Referred to the Statutes Revision Committee (549).

5.—*Factories Act Amendment Bill.*

H.R. 30th June. Debate, 1R. (Vol. 168, p. 101).—29th July. Debate 2R. (Vol. 169, p. 261).—23rd September. 3R. (Vol. 170, p. 137).

L.C. 29th September. 1R. (156).—30th September. 2R. (237).—9th, 14th, 15th October. Debate (578, Vol. 171, p. 2, 80.)

6.—*Fruit-Preserving Industry Amendment Bill.*

H.R. 30th June. 1R. (Vol. 168, p. 101).—14th July. 2R. (595).—24th July. Committee (Vol. 169, p. 196).—28th July. 3R. (208).

L.C. 29th July. 1R. (231).—31st July. 2R. (347).—12th August. 3R. (511).

7.—*Industrial Arbitration Amendment Bill.*

H.R. 10th August. 1R. (Vol. 169, p. 497).

8.—*Industrial Unions and Trade Unions Enabling Bill.*

H.R. 23rd July. 1R. (Vol. 169, p. 105).—6th August. Debate, 2R. 409).—16th September. Committee (Vol. 170, p. 25).—4th November.

3R. (Vol. 171, p. 819).

L.C. 4th November. 1R. (818).

9.—*Friendly Societies Amendment Bill.*

H.R. 27th October. 1R. (Vol. 171, p. 414).—28th October. 2 and 3R. (535).

L.C. 29th October. 1-3R. (543).

10.—*Coal Mines Amendment Bill.*

H.R. 1st October. 1R. (Vol. 170, p. 272).—28th October. Debate (Vol. 171, p. 516).—2nd November. Debate continued. 2 and 3R. (722).

L.C. 3rd November. 1-3R. (776).

Discussion of clauses on which the two Houses are not agreed: H.R. 3rd November (805).

11.—*Shops and Offices Amendment Bill.* (E.B. IX., p. 214.)

H.R. 27th October. 1R. (Vol. 171, p. 414).—3rd November. 2R. (806).

12.—*Wages Protection and Contractors' Liens Amendment Bill.*

H.R. 6th October. 1R. (Vol. 170, p. 419).—26th October. 2 and 3R. (Vol. 171, p. 402).

L.C. 27th October. 1R. (411).—28th October. 2R. (485).—29th October. 3R. (544).

13.—*Inspection of Machinery Amendment Bill.*

H.R. 22nd October. 1R. (Vol. 171, p. 249).—28th October. 2 and 3R. (518).

L.C. 29th October. 1R. (543).

14.—*Master and Apprentice Amendment Bill.*

L.C. 30th June. 1R. (Vol. 168, p. 74).—2nd July. Debate (211).—24th July. Debate continued and 2R. (Vol. 169, p. 183).—28th August. Committee (642).—1st September. Debate, 3R. (651).

H.R. 1st September. 1R. (661).

5.—*Workers' Right to Work Bill.*

H.R. 14th July. Debate, 1R. (Vol. 168, p. 565).

16.—*Regulation of Trade and Commerce Bill.*

H.R. 8th August. 1 and 3R. (Vol. 169, pp. 472, 484, 486).

L.C. 10th August. 1 and 3R. (489, 492).

17.—*Shipping and Seamen Act Amendment Bill.* (E.B. IX., p. 214.)

Assent reported: H.R. 25th June (Vol. 168, p. 7).

## II. Norway\*

(Storting; 62nd Ordinary Session. 11th January/26th July, 1913.)

1.—*Trade Disputes.*

Government Bill respecting trade disputes (S.F. 3. d., No. 11; 3. d., No. 23).

Motion of the Social Committee (S.F. 6. d.O., No. 61).

*Odelsting*: 2nd June. Resolution: Not to be dealt with in 1913 (S.F. 8. d.O., No. 137-148, 9. d., 98).

2.—*Sickness Insurance.*

Government Bill to amend the Sickness Insurance Act of 18th September, 1909 (S.F. 3. d., No. 35).

Motion of the Social Committee (S.F. 6. d.O., No. 88).

*Odelsting*. 15th July. Resolution: Not to be dealt with in 1913 (S.F. 8. d.O., No. 420).

3.—*Accident Insurance.*

Bill introduction by Loberg, and motion to amend §19 of the Accident Insurance Act of 23rd July, 1894 (S.F. 6. d.O., No. 23).

*Odelsting*. 7th April. Resolution: Referred to the Government (S.F. 8. d., No. 35).

## III. Sweden†

(January-March, 1914.)

1.—*Workmen's Holidays.*

Motion respecting holidays for workmen in public service. Not dealt with. (Motion 2. K., No. 4).

\* Compiled from Stortingets Fordhandler, Kristiania, 1913.

S.F. = Stortingets Fordhandler; O = Odelsting.

† 1. K. = First Chamber; 2. K. = 2nd Chamber; P. = Parliamentary Publications; Rep. = Parliamentary Reports; Com. = Commissioner's Report.

2.—*Hours of Work.*

Motion respecting hours of work in bakeries, etc. Not dealt with. (1. K., No. 11; 2. K., No. 46.)

Motion respecting an International Agreement respecting the night-work of men in certain occupations. Not dealt with. (Motion 2. K., No. 187.)

3.—*Profit-making and Economic Co-operative Societies.*

Motion respecting exemption from taxation in certain cases for such Co-operative Societies. Not dealt with. (Motion 1. K., No. 62.)

4.—*Maternity Insurance.*

50,000 kr. to be put into the Budget for Sick Funds which grant maternity benefit. (Government Motion 1 : 6 : 194; Com. 6 : 6 : 41; P. 6; Rep. 1. K. 20 : 54; 2. K., 27 : 59).

5.—*Sunday Work.*

Motion respecting an inquiry into the limitation of trading in shops on Sundays and holidays. Adopted. (Motion 1. K., No. 38, 39; 2. K., No. 184; Com. 9 : 10; P. 56 : 8; Rep. 1. K., 29 : 25; 2. K. 31 : 29.)

6.—*Sunday Rest.*

Motion respecting the inquiry into the Sunday rest of industrial workers and children of school age. Rejected. (Motion 1. K., No. 31; Com. 12 : 1 : 4; Rep. 1. K. 26 : 64.)

Motion respecting extended Sunday rest. Not dealt with. (Motion 2. K., No. 57.)

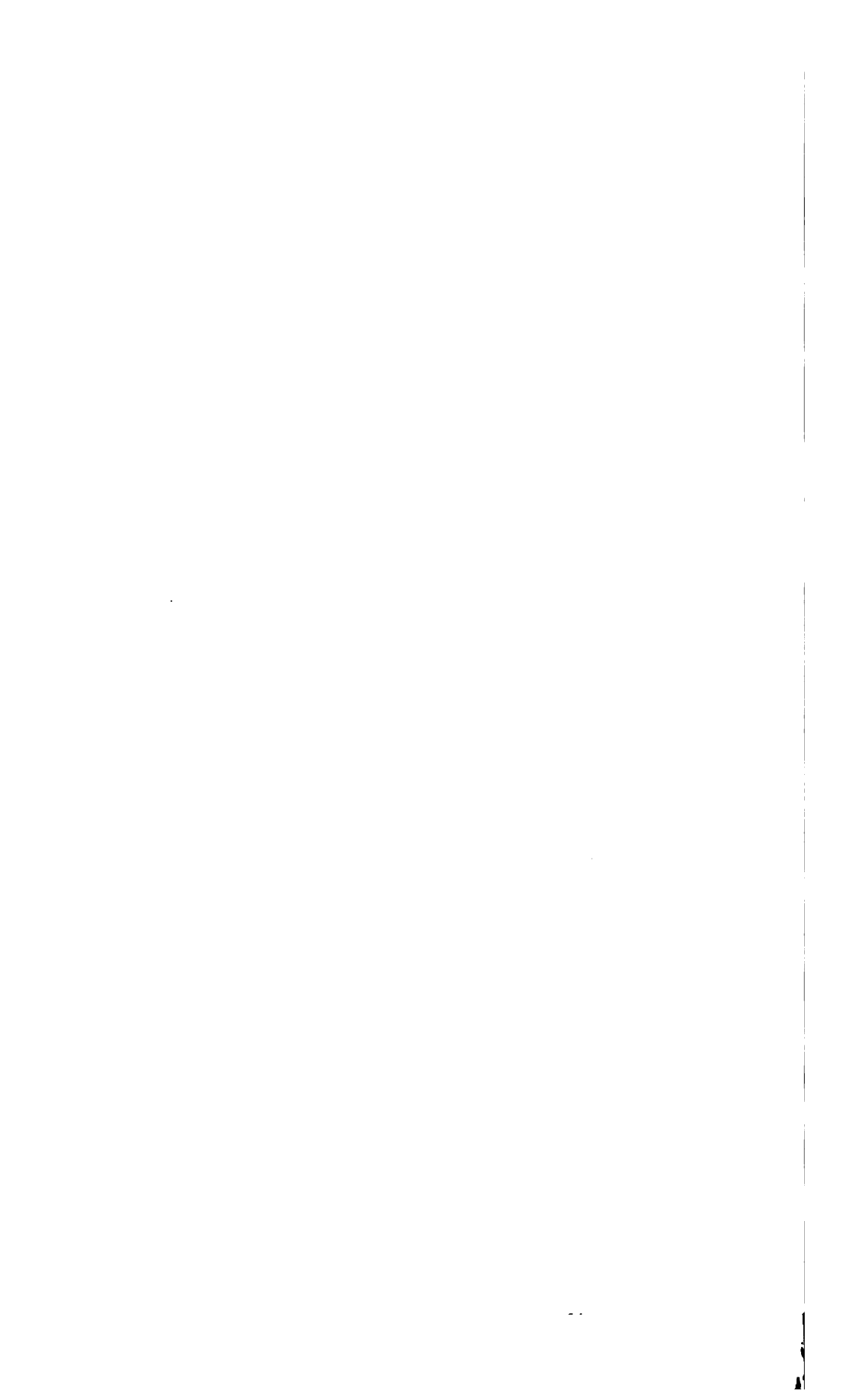












# Bibliographie des Bulletins des Internationalen Arbeitsamtes. Bibliographie du Bulletin de l'Office International du Travail. Bibliography of the Bulletin of the International Labour Office. 1915. No. 1.

## Index alphabétique français.

Les chiffres en regard des titres indiquent les sections de la bibliographie.

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## English alphabetical List of Subjects.

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## Zeitschriftenschau. — Périodiques. — Periodicals. No. 1.

(1. I. 1914. — 31. XII. 1914.)

Abkürzungen, Abréviations, Abbreviations:  
A = Annalen des Deutschen Reiches für Gesetzgebung, Verwaltung und Volkswirtschaft, München.

AA = Annals of the American Academy of political and social science, Philadelphia.

Abst = Abstinenz, Wien.

ACath = Association catholique, Paris.

AccB = Accident Bulletin, Washington.

ADGZ = Allgemeine Deutsche Gärtner-Zeitung, Berlin.

AE = Archiv für Eisenbahnwesen, Berlin.

AF = American Federationist, Washington.

AGH = Annalen des Gewerbebeförderungsdienstes des k. k. Handelsministeriums, Wien.

AgrW = Agrarpolitische Wochenschrift.

AgZ = Arbeitgeber-Zeitung, Wien.

AHM = Annales d'hygiène publique et de médecine légale, Paris.

AI = American Industries, of, by and for the Manufacturers of the United States.

AIK = Archiv für Innere Kolonisation.

AINP = Anales del Instituto Nacional de Previsión, Madrid.

AJS = American Journal of Sociology, Chicago and New York.

AKS = Archiv für kaufmännische Sozialpolitik, Hamburg.

ALLR = American Labour Legislation Review, New York.

Am = Amse, Charlottenburg.

ANat = Action nationale, Paris.  
 ANMI = Amtliche Nachrichten des Ministeriums des Innern, Wien.  
 ANRV = Amtliche Nachrichten des Reichs-Versicherungsamtes, Berlin.  
 AO = Association ouvrière, Paris.  
 APE = American Photo-Engraver, Chicago.  
 APf = Armenpflege, Wien.  
 APSR = American Political Science Review.  
 AR = Allgemeine Rundschau, Leipzig.  
 Arb = Arbeiter, München.  
 ArbA = De Arbeid, Amsterdam.  
 ArbB = Arbeit, Bochum.  
 ArbFr = Arbeiterfreund, Berlin.  
 ArbG = Arbeitgeber, Berlin.  
 ArbGA = Arbejdsgiveren, Amsterdam.  
 ArbJ = Arbeiterjugend, Wien.  
 ArbM = Arbeitsmarkt, Berlin.  
 ArbN = Arbeitsnachweis, Troppau.  
 ArbP = Arbeiterpräses, Berlin.  
 ArbR = Arbeitsrecht, Stuttgart.  
 ArbSk = Arbetsarkyddet, Stockholm.  
 ArbSt = Arbeitersstimme, Bern.  
 ArbV = Arbeiter-Versorgung, Grunewald-Berlin.  
 ArbVZ = Arbeiterversicherung, Volkstüml. Zeitschrift für, Berlin.  
 ArbW = Arbeit, Wien.  
 ArbWM = Arbeiterwohl, Münster.  
 ArbZ = Arbeiterinnenzeitung, Wien.  
 ArchMH = Archiv für soziale Medizin und Hygiene, Leipzig.  
 ArchV = Archiv für Volkswohlfahrt, Berlin.  
 ARD = Annales de la régie directe, Genève.  
 ArmR = The Army Review, London.  
 ArztE = Arzt als Erzieher, München.  
 ArztVBl = Aerztliches Vereinsblatt.  
 AS = Arbeiterschutz, Wien.  
 ASA = Archiv für die Geschichte des Sozialismus und der Arbeiterversicherung (Grünberg's), Leipzig.  
 ASF = Action sociale de la femme, Paris.  
 ASG = Annalen für Sozialpolitik und Gesetzgebung, Berlin.  
 ASP = Annales des sciences politiques, Paris.  
 ASS = Archiv für Sozialwissenschaft und Sozialpolitik, Tübingen.  
 Ass = Assicurazione, Roma.  
 ASIZ = Allgemeine Steinsetzer-Zeitung, Berlin.  
 ATFIn = Arbeitsstatistik Tidskrift, Helsingfors.  
 ATF = Arbeit, die (le Travail, il Lavoro), Zürich.  
 AzS = Azione sociale, Bergamo.  
  
 B = Blätter für Armenwesen, Graz.  
 BadBZ = Badische Beamtenzeitung.  
 BAEA = Bulletin of the American Economical Association.  
 Bak = Bakkersbode, Amsterdam.  
 BALCh = Bulletin de l'association internationale pour la lutte contre le chômage, Paris.  
 BarB = Bergarbeiter, Oberhausen (Rheinland).  
 Barg = Boletín de la Union industrial argentina, Buenos Aires.  
 BAS = Bulletin des assurances sociales, Paris.  
 BAYA = Bureau-Angestellte und Volkstümliche Zeitschrift für praktische Arbeiterversicherung, Berlin.  
 BBL = Bulletin of the Bureau of Labor, Washington.  
 BBLO = Bulletin of the Bureau of Labor Statistics, Ohio, Cincinnati.  
 BBM = Bulletin of the Bureau of Mines, Washington.  
 BBRB = Bulletin du Bureau Officiel de renseignements sur le Brésil, Genève.  
 BBS = Bulletin, bibliographisches, der Schweiz, Bern.  
 BBSI = Bulletin périodique du Bureau Socialiste International, Bruxelles.  
 BBT = Bulletin de la Fédération nationale du bâtiment et des travaux publics, Paris.

BBZ = Beamtenbauzeitung, Wien.  
 BCC = Bulletin de colonisation comparée, Bruxelles.  
 BCh = Bulletin de la Chambre de commerce, Paris.  
 BChA = Bulletin officiel de la Chambre de commerce argentine en France, Paris.  
 BCT = Bulletin du Comité central du travail industriel, Bruxelles.  
 BDT = Boletín de la Dirección General del Trabajo, Buenos Aires.  
 BE = Bollettino dell'emigrazione, Roma.  
 BEI = Bollettino del lavoro per l'emigrante italiano in Europa, Ginevra.  
 BErst = Bericht-Erstatter, Berlin.  
 Bew = Bewegung, Amsterdam.  
 BF = Boulangerie française, Paris.  
 BFIF = Bulletin mensuel de la Fédération des industriels et des commerçants français, Paris.  
 BG = Blätter für Genossenschaftswesen, Berlin.  
 BGew = Baugewerkschaft, Berlin.  
 BHa = Bauhilfsarbeiter, Hamburg.  
 BHd = Bauhandwerker, Magdeburg.  
 BHZ = Bauhandwerker, Zürich.  
 BICW = Bulletin of the Industrial Commission of Wisconsin, Madison.  
 BIL = Bollettino dell'Ispettorato del lavoro, Roma.  
 BildZ = Bildhauer-Zeitung, Berlin.  
 BinUH = Bulletin der internationalen Union der Holzarbeiter, Berlin.  
 BIT = Bulletin de l'Inspection du travail, Paris.  
 BK = Bergknappe, Essen-Ruhr.  
 BKK = Betriebskrankenkasse, Essen-Ruhr.  
 BIA = Blumenarbeiter, Berlin.  
 BIB = Blaubuch, Berlin.  
 BLC = Bulletin de la Société de législation comparée, Paris.  
 BLIT = Bollettino della Lega industriale di Torino, Torino.  
 BISA = Blätter für soziale Arbeit, Karlsruhe.  
 BLSA = Bulletin des Ligues sociales d'acheteurs.  
 BM = Bankers Magazin.  
 BMAT = Bulletin médical d. accidents du travail.  
 BMIES = Bulletin mensuel des institutions économiques et sociales (Institut international d'agriculture), Rome.  
 BMP = Bulletin des maladies professionnelles, Milan.  
 BMS = Boletín del Museo Social, Barcelona.  
 BMT = Bulletin du Ministère du Travail, Paris.  
 BN = Basler Nachrichten, Basel.  
 BNCP = Bollettino di notizie sul credito et sulla previdenza, Roma.  
 Bo = Bode, Amsterdam.  
 Bod = Bodenreform, Berlin.  
 BOTCh = Boletín de la Oficina del Trabajo, Santiago de Chile.  
 BOTU = Boletín de la Oficina del Trabajo, Uruguay, Montevideo.  
 Bouw = Bouwvakarbeider, Amsterdam.  
 RP = Bulletin de la prévoyance, Bruxelles.  
 BPA = Bulletin of the Pan-American Union, Washington.  
 BPB = Bulletin de la participation aux bénéfices.  
 BR = Belang en Recht, Amsterdam.  
 BrMZ = Brauerei- u. Mülerei-Verbandszeitung, Berlin.  
 BRS = Boletín del Instituto de Reformas Sociales, Madrid.  
 BRV = Blätter für vergleichende Rechtswissenschaft und Volkswirtschaftslehre, Berlin.  
 BSEL = Bulletin de la Société d'études législatives, Paris.  
 BSFM = Boletín de la secretaria de fomento, Mexico.  
 BSHO = Bulletin des Sociétés d'habitations ouvrières, Bruxelles.  
 BSR = Bulletinul Statistic al României, Bucarest.  
 Bu = Bundesblatt, Schweizerisches, Bern.  
 Bû = Bûntelôjogi Döntvénytar, Budapest.

**Bucha** = Buchhandlungsangestellte, Wien.  
**BuchW** = Buchhändler-Warte, Berlin.  
**BUL** = Bollettino dell' Ufficio del lavoro, Roma.  
**BUL (NS)** = Bollettino dell' Ufficio del lavoro (Nuova serie), Roma.  
**BUSI** = Bulletin officiel de l'Union syndicale des maîtres imprimeurs de la France, Paris.  
**BV** = Basler Vorwärts, Basel.

**G** = Concordia, Berlin.  
**CB** = Coopérateurs belges.  
**CGD** = Correspondenzblatt der Generalkommission d. Gewerkschaften Deutschlands, Berlin.  
**Ch** = Charities.  
**CHF** = Correspondent für die Arbeiter und Arbeiterinnen der Hut- und Filzwarenindustrie, Altenburg.  
**ChI** = Chemische Industrie.  
**ChJ** = Chambers' Journal, London.  
**CI** = Cooperazione Italiana, Milano.  
**Cint** = La Construction internationale, Bruxelles.  
**CL** = Contratto di lavoro, Roma.  
**Coiff** = Coiffeurgehilfen-Zeitung, Bern.  
**Com** = Comune, Milano.  
**Confl** = Confederazione del lavoro, Milano.  
**Cour** = Courier, Publikationsorgan d. Deutschen Transportarbeiter-Verbandes, Berlin.  
**COV** = Central Orgaan voor de Ongevallen-Verzekering andere Werkliedenverzekeringen.  
**COW** = Centraal-Orgaan voor de Werklieden-Verzekering.  
**CRev** = Contemporary Review, London.  
**CrS** = Critica sociale, Milano.  
**CSA** = Correspondenzblatt für Schweizer Aerzte, Basel.  
**CT** = Cape Times-Weekly, Capetown.  
**CultS** = Cultura sociale, Roma.

**DachZ** = Dachdecker-Zeitung, Frankfurt a. M.  
**Dag** = Dagny, Stockholm.  
**DAGZ** = Deutsche Arbeitgeber-Zeitung, Berlin.  
**DAiZ** = Deutsche Arbeiterinnenzeitung, Berlin.  
**DBKZ** = Deutsche Bäcker- und Konditorei-Zeitung, Hamburg.  
**DBZ** = Deutsche Böttcher-Zeitung, Bremen.  
**DC** = Dominion of Canada, Labour Gazette (Dominion du Canada, Gazette du Travail), Ottawa.  
**Dek** = Dekorateur, Wien.  
**Deu** = Deutschland, Berlin.  
**Deo** = Denvor, Paris.  
**DF** = Dokumente des Fortschritts, Berlin, Paris.  
**DG** = Deutscher Gewerkschaftsführer, Wien.  
**DGZ** = Deutsche Gärtner-Zeitung, Berlin.  
**DHW** = Deutsche Handels-Wacht, Hamburg.  
**DIBZ** = Deutsche Industriellebeamten-Zeitung.  
**DioS** = Divenire sociale, Roma.  
**Diz** = Dizionario di Legislazione sociale, Modena.  
**DIZ** = Deutsche Industrie-Zeitung, Berlin.  
**DJZ** = Deutsche Juristen-Zeitung, Berlin.  
**DKA** = Deutscher Kaufmann im Auslande, Hamburg.  
**DKZ** = Deutsche Kolonial-Zeitung.  
**DM** = Deutscher Maler, Düsseldorf.  
**DMA** = Deutscher Metallarbeiter, Duisburg.  
**DMH** = Deutscher Maschinist und Heizer, Berlin.  
**DP** = Documents du Progrès, Paris.  
**DrF** = Droit des Femmes, Paris.  
**DSZ** = Deutsche Städtezeitung, Berlin.  
**DTZ** = Deutsche Techniker-Zeitung.  
**DVYW** = Veröffentlichungen des Deutschen Vereins für Versicherungswissenschaft, Berlin.  
**DWZ** = Deutsche Wirtschaftszeitung, Berlin.  
**DZch** = Deutscher Zeichner, Berlin.

**E** = Economist, 'sGravenhage.  
**EA** = Economista Argentino, Buenos Aires.  
**Ec** = Economist, London.  
**EcFr** = Economiste français, Paris.  
**Eco** = Economista, Firenze.

**EcR** = Economic Review, London.  
**EF** = Epicerie française, Paris.  
**Ei** = Eiche, Berlin.  
**EInd** = Eisenbahn und Industrie, Wien.  
**Eis** = Eisenbahner, Wien.  
**EisM** = Eisenbahner, München.  
**EJ** = Economic Journal, London.  
**EM** = Engineering Magazine, New York.  
**Eng** = Engineer, London.  
**ER** = Edinburgh Review, London.  
**ERG** = Editorial Railroad Gazette.  
**ESF** = Ekonomiska Samfundet i Finland, Helsingfors.  
**EugR** = Eugenics Review.  
**ET** = Ekonomisk Tidskrift, Upsala.  
**Et** = Etudes professionnelles, Paris.  
**EvFrZ** = Evangelische Frauenzeitung.  
**EW** = The Englishwoman, London.  
**Exp** = Export, Berlin.  
**EZ** = Oesterreichische Eisenbahnzeitung, Wien.

**F** = Der Filialleiter, Berlin.  
**FCM** = Fachzeitung für Civilmusiker, Berlin.  
**FFS** = Feuille fédérale suisse, Bern.  
**Fg** = Fachgenosse, Berlin.  
**FH** = Fabrik- und Handarbeiter, Burg.  
**Finskt** = Finsk Tidskrift.  
**Fl** = Fleischer, Berlin.  
**FL** = American Federation of Labor, Weekly News Letters, Washington.  
**Ftr** = Flügelrad, Luzern.  
**FR** = Fortnightly Review, London.  
**Fr** = Frauenbewegung, Berlin.  
**FrK** = Freie Kunst, Berlin.  
**FrkZ** = Frankfurter Zeitung, Frankfurt.  
**FS** = Fachzeitung für Schneider, Berlin.  
**FSR** = Fachblatt der Sattler und Riemer, Wien.  
**FSW** = Fachzeitung für Schneider und Wäsche-arbeiter, Berlin.  
**FT** = Fédération typographique.  
**FTid** = Försäkringsföreningens Tidskrift.  
**FTU** = General Federation of Trade Unions, London.  
**FZ** = Friseurgehilfen-Zeitung, Berlin.

**G** = Gewerkverein, Berlin.  
**GastrZ** = Gastronomische Zeitschrift, Hannover.  
**GB** = Gemeentebelangen, Amsterdam.  
**GEc** = Giornale degli Economisti, Roma.  
**GemW** = Gemeinwohl, Elberfeld.  
**Gen** = Genossenschaft, Wien.  
**Ges** = Gesundheit, Leipzig.  
**Gew** = Gewerkschaft, Berlin.  
**GewAD** = Gewerbe-Archiv für das Deutsche Reich, Berlin.  
**GewR** = Gewerberichter, Wien.  
**GewSt** = Gewerkschaftsstimme, München.  
**GG** = Gastwirtsgehilfe, Berlin.  
**GKG** = Gewerbe- und Kaufmannsgericht, Berlin und Frankfurt a. M.  
**Gl** = Gleichheit, Stuttgart.  
**GIZ** = Glaser-Zeitung, Karlsruhe.  
**GP** = Graphische Presse, Berlin.  
**GR** = Gesetz und Recht, Breslau.  
**Gr** = Grundstein, Hamburg.  
**GrA** = Grundstück-Archiv, Berlin.  
**GrR** = Grande Revue, Paris.  
**GRS** = Gewerkschaftliche Rundschau für die Schweiz, Bern.  
**GrSt** = Graphische Stimmen, Köln.  
**Grü** = Grillianer, Zürich.  
**GrW** = Grafisch Weekblad, Amsterdam.  
**GrzB** = Grenzboten, Leipzig.  
**Gsch** = Gewerkschaft, Wien.  
**GSt** = Gewerkschaftsstimme (christl.), Aschaffenburg.  
**GV** = Genossenschaftliches Volksblatt, Basel.  
**Gw** = Gegenwart, Berlin.  
**GW** = Gemeentewerkman, Amsterdam.

**H** = Handelsstand, Hamburg.  
**HA** = Heimarbeiterin, Berlin.  
**Ha** = Hafenarbeiter, Hamburg.  
**Handm** = Handschuhmacher, Berlin.  
**HaTr** = Handels- und Transportarbeiter, Wien.  
**HBM** = Handelskammer zu Berlin, Mitteilungen, Berlin.  
**HC** = Hygiène contemporaine, Sofia.  
**HG** = Handel und Gewerbe, Berlin.  
**HGZ** = Handlungsgehilfenzeitung, Berlin.  
**HI** = Handel und Industrie, München.  
**Hi** = Hilfe, Berlin.  
**HibbJ** = The Hibbert Journal, London.  
**HID** = Hitteljogi Döntvénytar, Budapest.  
**HM** = Handelsmuseum Wien.  
**HO** = Hygiène ouvrière.  
**HolzA** = Holzarbeiter, Köln.  
**HolzAW** = Holzarbeiter, Wien.  
**HolzAZ** = Holzarbeiterzeitung, Berlin.  
**HolzAZS** = Holzarbeiterzeitung, Schweizerische, Zürich.  
**Hot** = Hoteldiener.  
**HS** = Huszadik Század, Budapest.  
**HT** = Helvetische Typographia, Basel.  
**HTr** = Handel und Transport, Zürich.  
**Hu** = Hutarbeiter, Wien.

**I** = International, London.  
**IAV** = Invaliditäts- und Altersversicherung im Deutschen Reiche, Mainz.  
**IFIB** = Illinois Factory Inspection Bulletin, Chicago.  
**IM** = Italia moderna, Roma.  
**IMR** = Internationale Metallarbeiter-Rundschau, Stuttgart.  
**IndG** = New South Wales Industrial Gazette, Sydney.  
**IndI** = Industria, London.  
**IndW** = Industrie, Wien.  
**InstSoc** = Institut de Sociologie (Solvay), Bruxelles.  
**IntG** = Internationales Genossenschafts-Bulletin, Zürich.  
**IntTr** = Internationale Transportarbeiter-Federations, Berlin.  
**IntW** = Internationale Wochenschrift.  
**IR** = Independent Review.  
**IG** = Italica Gens, Torino.

**J** = Jugendfürsorge, Berlin.  
**Jang** = Jahrbuch der Angestelltenbewegung, Berlin.  
**JArb** = Jungendlicher Arbeiter, Wien.  
**JBAGr** = The Journal of the Board of Agriculture.  
**JBH** = Jahrbücher für Berg- und Hüttenwesen.  
**JC** = Journal des Correspondents.  
**JCC** = Journal des Chambres de commerce et d'industrie, Paris.  
**JEc** = Journal des Economistes, Paris.  
**Jfr** = Jouet français, Paris.  
**JK** = Jogtudosmányi Közlöny, Budapest.  
**JLNZ** = Journal of the Department of Labour, New Zealand, Wellington.  
**JM** = Jern-og Metalarbeideren, Kristiania.  
**JNSI** = Jahrbücher für Nationalökonomie und Statistik, Jena.  
**Jog** = Jogállam, Budapest.  
**JPE** = Journal of Political Economy, Chicago.  
**JRSIS** = Journal of the Royal Statistical Society, London.  
**JSA** = Journal of the Society of Arts, London.  
**JSCl** = Journal of the Society of Comparative Legislation, London.  
**JSSI** = Journal de la Société de Statistique de Paris, Paris.

**K** = Kampf, Wien.  
**KBl** = Korrespondenzblatt d. Verbandes der Tapezierer und verwandter Berufsarten, Berlin.  
**KF** = Kultur der Familie, Berlin.

**K/R** = Kaufmännische Rundschau, Berlin.  
**KoLM** = Koloniale Monatsblätter.  
**KoLR** = Koloniale Rundschau.  
**Kor** = Korrespondent für Deutschlands Buchdrucker und Schriftgiesser, Leipzig.  
**KorK** = Apologetische Korrespondenz des Volksvereins für die Katholiken Deutschlands, München-Gladbach.  
**KP** = Kommunale Praxis, Dresden.  
**KPfl** = Krankenpfleger, Berlin.  
**KPB** = Kommunal-politische Blätter.  
**KR** = Konsumgenossenschaftliche Rundschau.  
**KrZ** = Krankenkassenzeitung, Schweizerische, Zürich.  
**KStAZ** = Keram- u. Steinarbeiter-Zeitung, Köln.  
**KSW** = Katholisch Social Weekblad.  
**Ku** = Kupferschmied.  
**Kult** = Kulturfragen, München.  
**Kür** = Kürschner, Berlin.  
**KürR** = Kürschner-Rundschau, Wien.  
**KV** = Konsumverein, Wien.  
**KoA** = Kamer van Arbeid.  
**KZ** = Kunstgewerbezeichner, Berlin.

**L** = Lavoro, Milano.  
**LA** = Lederarbeiter, Berlin.  
**LB** = Landwirtschaftliche Blätter für Bodenkredit, Landeskultur, innere Kolonisation und Versicherungswesen.  
**LBC** = Labour Bulletin of the Commonwealth Bureau of Census and Statistics, Melbourne.  
**LBNY** = Labor Bulletin of New York, Albany.  
**LdA** = Landarbeiter, Berlin.  
**LG** = Board of Trade Labour Gazette, London.  
**LHZ** = Lagerhalter-Zeitung, Leipzig.  
**LL** = Labour Leader, London.  
**LMass** = Labor Bulletin of the Commonwealth of Massachusetts, Boston.  
**LZ** = Lederarbeiter-Zeitung, Berlin.

**M** = Mutualidad, Madrid.  
**Mag** = Maganjogi Döntvénytar, Budapest.  
**MAS** = Medicina delle assicurazioni sociali.  
**Mas** = Masius' Rundschau, Blätter für Versicherungs-Wissenschaft, Leipzig.  
**MaurW** = Maurer, Wien.  
**MAV** = Monatsblätter für Arbeiterversicherung, Berlin.  
**Mb** = Metaalbewerker, Amsterdam.  
**MCBS** = Maandschrift van het Centraal Bureau voor de Statistiek, 'sGravenhage.  
**MchrS** = Monatsschrift für christliche Sozialreform, Basel.  
**MDH** = Mitteilungen des Deutschen Handeltages, Berlin.  
**Méc** = Monde économique, Paris.  
**Med** = Meddelelsesblad, Kristiania.  
**MeddNA** = Meddelelser fra norsk Arbejdsgiverforening.  
**MedS** = Medicina social, Barcelona.  
**MFm** = Mitteilungen des k. k. Finanzministeriums, Wien.  
**MGB** = Mitteilungen für die Gehilfenschaft des Buch-, Kunst- und Musikalienhandels, Wien.  
**MGM** = Mitteilungen des Gewerbehygienischen Museums, Wien.  
**MGSz** = Magyar Gazdák Szemléje.  
**MH** = Mitteilungen der Grossherzogl. Hessischen Zentralstelle für die Landesstatistik, Darmstadt.  
**MHF** = Mitteilungen der Handelskammer zu Frankfurt, Frankfurt.  
**MIG** = Mitteilungen des Institutes für Gewerbehygiene, Frankfurt.  
**Mijnw** = Mijnwerker, Heerlen.  
**MIL** = Medici e Ispettorato del Lavoro, Cusana.  
**MIM** = Moniteur des intérêts matériels, Bruxelles.

**Min** = Ministerialblatt der preussischen Handels- und Gewerbeverwaltung, Berlin.  
**MJ** = Municipal Journal, London.  
**Momec** = Memento economico, Milano.  
**MoR** = Moniteur Commercial Roumain, Bucarest.  
**MouvEc** = Mouvement économique, Bucarest.  
**MouvSoc** = Mouvement social, Paris.  
**MRev** = Monthly Review.  
**Mrvk** = Mitteilungen des Rheinischen Vereins für Kleinwohnungswesen, Düsseldorf.  
**MSM** = Mitteilungen des Statistischen Amtes München.  
**MS(Ann)** = Musée Social (Annales), Paris.  
**MskrS** = Maanedskrift for Sundhedspleje.  
**MSO** = Moniteur des syndicats ouvriers, Paris.  
**MSoc** = Mouvement social, Paris.  
**MSS** = Maanedskrift for Socialstatistik.  
**MTS** = Magyar Társadalomtudományi Szemle.  
**Mühlz** = Mühlenarbeiter-Zeitung, Altenburg.  
**Mun** = Munkásügyi Szemle, Budapest.  
**MZDS** = Mitteilungen der Zentralstelle des Deutschen Städtetages, Berlin.  
**MZPL** = Mitteilungen der Zentralstelle der Preussischen Landwirtschaftskammern, Berlin.  
**MZWoe** = Mitteilungen der Zentralstelle für Wohnungsreform in Österreich, Wien.  
  
**N** = Nation, New York.  
**NA** = Nuova Antologia, Roma.  
**NAR** = North American Review, New York.  
**NatT** = Nationalekonomisk Tidsskrift, Kjøbenhavn.  
**NB** = Neue Bahnen, Leipzig.  
**NC** = Nineteenth Century and after, London.  
**NCFR** = National Civic Federation Review, New York.  
**NFr** = Neues Frauenleben.  
**NL** = Neues Leben, Wien.  
**Not** = Notenstecher, Leipzig.  
**NR** = National Review.  
**NRC** = Nieuwe Rotterdamsche Courant, Rotterdam.  
**NS** = The New Statesman, London.  
**NS(S)** = The New Statesman, Supplement, London.  
**NT** = Nieuwe Tijd, Amsterdam.  
**NTB** = Nő és Társadalom, Budapest.  
**NTF** = Nordisk Tidsskrift for Fængselsvæsen.  
**NZ** = Neue Zeit, Stuttgart.  
**NZZ** = Neue Zürcher Zeitung, Zürich.

**O** = Outlook, London.  
**OeEZ** = Oesterreich. Eisenbahnbeamten-Zeitung, Wien.  
**OeGAZ** = Oesterreichische gewerbliche Arbeiterzeitung, Wien.  
**OeInd** = Bund Oesterreich. Industrieller, Wien.  
**OeM** = Oesterreichischer Metallarbeiter, Wien.  
**OeMH** = Oesterr. Maschinist und Heizer, Wien.  
**OeOek** = Oesterreichischer Oekonomist, Wien.  
**OeR** = Oesterreichische Rundschau, Wien.  
**OeSa** = Oesterreichisches Sanitätswesen, Wien.  
**OeUE** = Oesterreichisch-ungarischer Eisenbahnblatt, Wien.  
**OeUZ** = Oesterreichisch-ungarischer Zündwaren-fabrikant, Hofowitz (Böhmen).  
**OeV** = Oesterreich. Verwaltungsarchiv, Wien und Leipzig.  
**OeVZ** = Oesterreichische Versicherungszeitung, Wien.  
**OeZöpV** = Oesterreich. Zeitschrift für öffentliche und private Versicherung, Wien.  
**OM** = Ouvrier mineur.  
**ON** = Obzor národohospodářsky, Praha.  
**Org** = Organisations, Hamburg.  
**OSC** = Odborové sdružení československé, Praha.  
**Ośw** = Oświata, Posen.  
**OV** = Ouvrier en voiture, Paris.

**P** = Proletarier, Hannover.  
**Pa** = Papeterie.  
**PB** = Patrie belge, Bruxelles.  
**PBZ** = Privat-Beamten-Zeitung, Magdeburg.  
**PCSI** = Progress civic, social, industrial, London.  
**PG** = Peuple, Genève.  
**PhH** = Photographischer Hilfsarbeiter, Berlin.  
**Phy** = Physiokrat, Berlin.  
**PJ** = Preussische Jahrbücher, Berlin.  
**PK** = Politik och Kultur, Helsingfors.  
**Pm** = Patrimonium, Amsterdam.  
**PO** = Parlement et Opinton, Paris.  
**Pos** = Posamenter, Liestal.  
**PQ** = Political Quarterly, London.  
**Pr** = Přehled, Praha.  
**PRov** = Pokroková Revue.  
**Pri** = Il Prisma, Torino.  
**PS** = Paix sociale.  
**PSQ** = Political Science Quarterly, New York.  
**PVB** = Preussisches Verwaltungsblatt, Berlin.  
**PW** = Professionalnij Wjestnik, Petersburg.  
**Px** = Paix par le droit, Paris-Nîmes.

**QJec** = Quarterly Journal of Economics, Cambridge, Mass.  
**QP** = Questions pratiques de législation ouvrière et d'économie sociale, Paris.  
**QPASIA** = Quarterly Publications of the American statistical Association.  
**QR** = Quarterly Review, London.

**R** = Regulator, Berlin.  
**RA** = Reichsarbeitsblatt, Berlin.  
**Ram** = Ramazzini, Firenze.  
**RAP** = Revue de l'action populaire, Paris-Reims.  
**RassM** = Rassegna mineraria, Torino.  
**RAT** = Revue des accidents du travail.  
**RBI** = Revue bleue, Paris.  
**RBP** = Rivista della Beneficenza pubblica.  
**RCol** = Rivista coloniale, Roma.  
**RCP** = Rivista dei comuni e delle province, Firenze.  
**RDC** = Rivista di diritto commerciale, industriale e marittimo, Milano.  
**RDIP** = Revue du droit international privé.  
**RE** = Revue d'économie politique, Paris.  
**Re** = Recht, Wien.  
**RefAV** = Reformblatt für Arbeiterversicherung, Frankfurt a. M.  
**RefEc** = Réforme économique, Paris.  
**RefSoc** = Réforme sociale, Paris.  
**Rép** = Répertoire du Journal officiel, Paris.  
**Rev** = Revue (ancienne Revue des Revues), Paris.  
**RevBord** = Revue économique de Bordeaux, Bordeaux.  
**RevC** = Revista católica de las cuestiones sociales, Madrid.  
**RevEcC** = Revue économique canadienne, Paris.  
**RevEcInt** = Revue économique internationale, Paris.  
**RevGen** = Revue générale, Bruxelles.  
**RevInt** = Revue internationale de sociologie, Paris.  
**RevM** = Revue des deux mondes, Paris.  
**RevP** = Revue de Paris.  
**RevPM** = Revue de la prévoyance et de la mutualité, Paris.  
**RevSHA** = Revista social hispano-americana.  
**RevStat** = Revue de statistique, Paris.  
**RevTr** = Revue du travail, Bruxelles.  
**RG** = Railroad Gazette, New York.  
**RIC** = Revue internationale du chômage, Paris.  
**RifSoc** = Riforma sociale, Torino-Roma.  
**RIL** = Rivista di diritto e giurisprudenza, patologia sociale e medicina forense sugli infortuni del lavoro e sulle disgrazie accidentali, Roma.  
**RISS** = Rivista internazionale di scienze sociali e discipline ausiliari, Roma.

*RIt* = Rivista d'Italia, Roma.  
*RLM* = Revue de législation des mines et statistique des houillères en France et en Belgique, Lille et Bruxelles.  
*RM* = Revue maritime, Paris.  
*RN* = Rassegna nazionale, Firenze.  
*RP* = Rivista popolare di politica, lettere e scienze sociali, Roma.  
*RPP* = Revue politique et parlementaire, Paris.  
*RPRO* = Revue pratique des retraites ouvrières, Paris.  
*RS* = Revue scientifique.  
*RSAT* = Revue suisse des accidents du travail, Genève.  
*RSC* = Revue socialiste catholique, Louvain.  
*RSoc* = Revue socialiste, Paris.  
*RSR* = Rivista social, Rio de Janeiro.  
*RSynd* = Revue syndicaliste, Paris.  
*Rt* = Réveil des Tisseurs, St.-Etienne.  
*RT* = The Round Table.  
*RTL* = Rivista tecnico-legale, Palermo.  
*RUM* = Revue universelle des mines.  
*RW* = Recht und Wirtschaft.  
*RyN* = Railway News, London.

*S* = Spettatore, Roma.  
*SA* = Suomen Ammattijärjestö, Helsinki.  
*SatR* = Saturday Review, London.  
*SAZ* = Schweizerische Arbeitgeber-Zeitung = Journal des Associations patronales, Zürich.  
*SB* = Staats-Bürger, Leipzig und Berlin.  
*SBHJ* = Schweizerische Blätter für Handel und Industrie (Bulletin commercial et industriel suisse), Genf.  
*Sch* = Schuhmacherfachblatt, Gotha.  
*Schl* = Schifffahrt, Berlin.  
*Schil* = Schilder, Amsterdam.  
*SchmJB* = Jahrbuch für Gesetzgebung, Verwaltung und Volkswirtschaft im Deutschen Reich, Leipzig (Schmoller).  
*SchmZ* = Schmiede-Zeitung, Hamburg.  
*SchwEls* = Schwäbische Eisenbahner, Stuttgart.  
*SchZ* = Schiffs-Zimmerer, Hamburg.  
*ScS* = Science sociale, Paris.  
*SD* = Social Democrat, London.  
*SDEZ* = Süddeutsche Eisenbahnzeitung.  
*SE* = Szakszervezetl Ertesitö, Budapest.  
*SEZ* = Schweiz. Eisenbahn-Zeitung, Burgdorf.  
*SF* = Sozialer Fortschritt, Leipzig.  
*SGF* = Soziale Gesetzgebung und die Frauen, Breslau.  
*SGZ* = Schweizerische Gewerbezeitung, Bern.  
*SH* = Schweizerisches Handelsamtsblatt, Bern.  
*SHM* = Soziale Hygiene und Medizin, Berlin.  
*Sig* = Sigarenmaker, Amsterdam.  
*SInd* = Sächsische Industrie.  
*SII* = La Sicurezza e l'Igiene nell' Industria.  
*SJDS* = Statistische Jahrbücher deutscher Städte, Breslau.  
*SJZ* = Schweiz. Juristen-Zeitung, Zürich.  
*SK* = Soziale Kultur, M.-Gladbach.  
*SKC* = Schweiz. kaufmännisches Centralblatt, Zürich.  
*SKr* = Samfundets Krav, Kjöbenhavn.  
*SKV* = Schweizer Konsumverein, Basel.  
*SM* = Sozialistische Monatshefte, Berlin.  
*SMedd* = Sociala Meddelanden, Stockholm.  
*SMH* = Soziale Medizin und Hygiene, Hamburg.  
*SocF* = Social Forsorg, Kopenhagen.  
*SocMedd* = Sociala Meddelelser, Kristiania.  
*Sol* = Solidarität, Berlin.  
*SolH* = Solidarité horlogère, Chaux-de-fonds.  
*SolZ* = Solothurner Zeitung, Solothurn.  
*SozK* = Sozialpolitische Korrespondenz des Volksvereins für das katholische Deutschland, M.-Gladbach.  
*SozR* = Soziale Revue, Essen.  
*SP* = Soziale Praxis, Berlin.  
*Spar* = Sparkasse, Hannover.  
*SR* = Soziale Rundschau, Wien.

*SRV* = Soziale Rundschau (Wochenbeilage zum »Vaterland«), Wien.  
*St* = Steinarbeiter, Leipzig.  
*ST* = Sozial-Technik, Berlin.  
*StA* = Steinarbeiter, Zürich.  
*StatMGB* = Statistische Mitteilungen über das Grossherzogtum Baden, Karlsruhe.  
*StaW* = Steinarbeiter, Wien.  
*StB* = Strassenbahner, Berlin (Beilage des Courier).  
*StE* = Stahl und Eisen, Düsseldorf.  
*StI* = Stickerei-Industrie, Buchs-Werdenberg.  
*StJBuk* = Statistisches Jahrbuch d. Bukowina.  
*StJBEL* = Statistisches Jahrbuch für Elsass-Lothringen.  
*STId* = Social Tidskrift, Stockholm.  
*StK* = Statistische Korrespondenz, Berlin.  
*StM* = Statistische Monatsschrift, Brünn.  
*StMit* = Statistische Mitteilungen, Brünn.  
*StMW* = Statistische Monatsschrift der Stadt Wiesbaden.  
*StT* = Statsökonomisk Tidskrift.  
*Stu* = Stukadoor, Schoten b/Haarlem.  
*StVB* = Statistische Vierteljahrs-Berichte des Kantons Basel-Stadt, Basel.  
*StW* = Sanitätswarte, Berlin.  
*Surv* = Survey, New York.  
*SwE* = Svensk Export.  
*SW* = Sociala Weekblad.  
*SWS* = Schweizerische Blätter für Wirtschafts- und Sozialpolitik, Bern.  
*Sz* = Schneiderzeitung, Cöln.  
*SZ* = Sattler- und Portefeuille-Zeitung, Berlin.  
*SZG* = Schweiz. Zeitschrift für Gemeinnützigkeit, Zürich.  
*SzS* = Szocialpolitikai Szemle, Budapest.

*T* = Times (*ES* = Engineering Supplement; *LS* = Literary Supplement), London.  
*TA* = Tidskrift for Arbejderforsikring, Kjöbenhavn.  
*Tab* = Tabakarbeiter, Leipzig.  
*TabZ* = Deutsche Tabakarbeiter-Zeitung, Düsseldorf.  
*TAW* = Tonarbeiter, Wien.  
*TB* = Textilarbeiter, Bern.  
*TD* = Travail et Droit, Bruxelles.  
*Te* = Temps, Paris.  
*Tel* = Telegraph, Bochum.  
*TeN* = Temps nouveaux, Paris.  
*Tex* = Textilarbeiter, Berlin.  
*TexW* = Textilarbeiter, Wien.  
*TexZ* = Deutsche Textilarbeiterzeitung, Spremberg.  
*TF* = Tidskrift for Forsørgelsesvesen.  
*Tg* = Tag, Berlin.  
*ThA* = Thünen-Archiv, Organ für exakte Wirtschaftsforschung, Jena.  
*TI* = Tidskrift for Industria.  
*TIZ* = Tonindustrie-Zeitung, Berlin.  
*Tj* = Tijdschrift van het Centraal Bureau voor de Statistiek, 'sGravenhage.  
*TME* = Társadalmi Múzeum Ertesitöje, Budapest.  
*TMN* = Tijdschrift der Maatschappij van Nijverheid.  
*TN* = Travail national, Paris.  
*TOe* = Der Textilarbeiter in Oesterreich, Wien.  
*Tö* = Töpfer, Berlin.  
*TR* = Technische Rundschau, Berlin.  
*TrA* = Transport-Arbeiter, Amsterdam.  
*TrB* = Transportboeie.  
*TrCh* = Travail chrétien.  
*TSH* = Tijdschrift voor sociale Hygiene.  
*TU* = Traité de l'union, Liège.  
*TuW* = Technik und Wirtschaft.  
*TW* = Technisch Weekblad.  
*Typ* = Typograph, Berlin.  
*TZ* = Textilarbeiter-Zeitung, Düsseldorf.



U = Umschau, Frankfurt a. M.  
 Uit = Uitkijk, Rotterdam.  
 Um = Umanitaria, Milano.  
 UMM = Union des industries métallurgiques et minières, Paris.  
 Un = União, Rio de Janeiro.  
 UP = Union postale, Berne.

V = Vorwärts, Berlin.  
 VAnz = Vereinsanzeiger, Hamburg.  
 VB = Versicherungsbote, Oldenburg.  
 Vbl = Volkswirtschaftliche Blätter, Berlin.  
 VBF = Verbandsblatt (Brauer und Fassbinder), Wien.  
 VBM = Verbands-Zeitung der Brauerei- und Mühlenarbeiter, Berlin.  
 Ver = Die Vereinigung, Köln.  
 Verb = Verbandsblätter. Organ des Verbandes deutscher Handlungsgehilfen und seiner Kassen zu Leipzig.  
 Verw = Verwaltung und Statistik.  
 VI = Vita industriale, Terni.  
 VIN = Vie internationale, Bruxelles.  
 VMU = Volkswirtschaftliche Mitteilungen aus Ungarn, Budapest.  
 VO = Vie ouvrière.  
 VP = Voix du peuple, Paris.  
 VRV = Vierteljahrsschau über das Versicherungswesen, Berlin.  
 VrW = Vrede en Welvaart.  
 VS = Vie syndicale.  
 VSt = Vierteljahrshäfte z. Statistik d. Deutschen Reiches, Berlin.  
 VSW = Vierteljahrsschrift für Sozial- und Wirtschaftsgeschichte.  
 VT = Vragen des tijds, Haarlem.  
 Vp = Volksverein, München-Gladbach.  
 VW = Volkswirtschaftl. Wochenschrift, Wien.  
 Vz = Voz do Povo, Rio de Janeiro.

WA = Wiener Arbeiterzeitung.  
 Warch = Weltwirtschaftliches Archiv.  
 WAZ = Westdeutsche Arbeiterzeitung, M.-Gladbach.  
 WE = Weckruf der Eisenbahner, Berlin.  
 WeltW = Weltverkehr- und Weltwirtschaft.  
 Wer = Christelijke Werkman, Enschede.  
 WG = Weckruf der Gemeindearbeiter, Wien.  
 WI = Werkmeister- und Industriebeamtenzeitung, Reichenberg.  
 WIN = Women's Industrial News, London.  
 WLL = World's Labour Laws, London.  
 WNG = Wochenschrift des niederösterreich. Gewerbevereins.  
 WRev = Westminster Review, London.  
 WTU = Women's Trade Union Review, London.  
 WW = World's Work, New York.  
 WZ = Werkmeisterzeitung, Düsseldorf.

YR = Yale Review, New Haven.

Z = Zimmerer, Hamburg.  
 ZA = Zeitschrift für Armenwesen, Berlin.  
 ZB = Zeitschrift für Bergrecht, Berlin.  
 ZBHS = Zeitschrift für das Berg-, Hütten- und Salinenwesen im preuss. Staate, Berlin.  
 ZblGH = Zentralblatt für Gewerbehygiene, Frankfurt.  
 ZblR = Zentralblatt für Reichsversicherung, Frankfurt a. M.  
 ZBSB = Zeitschrift des Kgl. Bayrischen Statistischen Bureaus, München.  
 ZCGD = Zentralblatt der christlichen Gewerkschaften Deutschlands, Köln.  
 ZEA = Zentralorgan deutscher Eisenbahn-Werkstättenarbeiter, Elberfeld.  
 ZGH = Zeitschrift für Gewerbehygiene, Unfallverhütung und Arbeiterwohlfahrtseinrichtungen, Wien.  
 ZGU = Zeitschrift für gewerblichen Unterricht, Leipzig.  
 Zi = Zimmerer, Wien.  
 ZIB = Zimmerer, Basel.  
 ZIE = Zeitschrift für den Internationalen Eisenbahntransport, Bern.  
 ZKJ = Zeitschrift für Kinderschutz und Jugendfürsorge, Wien.  
 ZOH = Zentralorgan des Verbandes der Hausangestellten Deutschlands, Berlin.  
 ZP = Zeitschrift für Politik, Berlin.  
 ZPrStL = Zeitschrift des Kgl. Preuss. Statistischen Landesamtes, Berlin.  
 ZR = Zeitrad, Wien.  
 ZS = Zeitschrift für Sozialwissenschaft, Berlin.  
 ZSM = Zeitschrift für soziale Medizin, Leipzig.  
 ZSSSt = Zeitschrift für Schweiz. Statistik (= Journal de Statistique Suisse).  
 ZSSL = Zeitschrift des Kgl. Sächsischen Statistischen Landesamtes, Dresden.  
 Zst = Zeitschrift für die gesamte Staatswissenschaft, Tübingen.  
 Zu = Zukunft, Berlin.  
 ZVDI = Zeitschrift des Vereins Deutscher Ingenieure, Berlin.  
 ZVers = Zeitschrift für die gesamte Versicherungswissenschaft, Berlin.  
 ZVSV = Zeitschrift für Volkswirtschaft, Sozialpolitik und Verwaltung, Wien, Leipzig.  
 ZW = Zeitschrift für Wohnungswesen, Berlin.  
 ZWB = Zeitschrift f. Wohnungswesen in Bayern, München.  
 ZWH = Zeitschrift für weibliche Handlungsgehilfen, München.  
 ZX = Zeitschrift für Xylographen, Berlin.

## 1. Arbeiterschutzgesetzgebung. — Législation protectrice du travail. — Labour Legislation.

### A. International.

1. Bauer, St. Fortgang und Tragweite der internationalen Arbeitsschutzverträge. *ASG* 1914. III.
2. Francke, E. Die internationalen Arbeiterschutzverträge. *SP* 1914. XXIII. 37.
3. Stojentin, v. Zur Frage der internationalen Vereinbarungen für gesetzlichen Arbeiterschutz. *ArbG* 1914. 10.
4. Die Arbeitsgesetzgebung des Auslands im Jahre 1913. *AS* 1914. XXV. 9.
5. Marschan, Géza. A szociálpolitikai törvényhozás, 1913-ban. Európa és Amerikai Egyesült-Államok. *TME* 1914. VI. 2.
6. Le développement de la législation sociale en Europe et aux Etats-Unis en 1913. *BMT* 1914. XXI. 2.

7. Législation du travail en Belgique et dans les parlements étrangers. *Rev Tr* 1914. XIX. 2, 4.
8. Protection légale des travailleurs. *VIN* 1914. V. 1—2.
9. Legislazione sul lavoro in Italia e all'estero. *BUL* 1914. XXI. 1—3.

B. National.

a) Allgemein. — En général. — General.

10. Der deutsche Arbeiterschutz im Jahre 1912. *SZ* 1914. XXVIII. 6, 8, 9. *CGD* 1914. XXIV. 4. Stat. Beilage Nr. 1.
11. Die Gesetzgebung betreffend Arbeiterschutz und Arbeiterrecht im Jahre 1913. *LZ* 1914. XXII. 23, 24.
12. Mehr Arbeiterschutz. *WAZ* 1914. XVI. 9.
13. Sozialgesetzgebung während der Kriegszeit. *ZCGD* 1914. XIV. 17.
14. Alemania. La legislación social y la guerra. *BRS* 1914. XI. 125.
15. Lüders, E. Die Entwicklung der Arbeiterschutzgesetzgebung in den Vereinigten Staaten. *SP* 1914. XXIII. 23.
16. Von der Arbeiterschutzgesetzgebung der Vereinigten Staaten im Jahre 1913. *Gsch* 1914. XVI. 9.
17. Amerikanischer Arbeiterschutz. *ST* 1914. XIII. 9. *Arbsk* 1914. 4.
18. Arbejderbeskyttelseslovgivningen i de forenede Stater i Amerika. *Soc Medd* 1914. II. 2—3.
19. Arbejderlovgivning i de forenede Stater og Kanada. *Soc Medd* 1914. II. 4.
20. Sozialpolitische Gesetzgebung in Oesterreich im Jahre 1913. *AS* 1914. XXV. 2.
21. Einführung deutscher Arbeiterfürsorge in Belgien. *OeM* 1914. XXIV. 46.
22. Smith, H. Den sociale Lovgivning i 1914. *SKr* 1914. 14. 7.
23. Ny yrkesfarelag i Danmark. *Arbsk* 1914. 1.
24. Crépy, P. L'œuvre sociale de la dixième législature. *PO* 1914. IV. 11.
25. What's Wrong with our Industrial Legislation? *WIN* 1914. XVIII. 65.
26. Walter, A. Vom Arbeiterschutz in England. *SP* 1914. XIII. 2.
27. Nova Scotia, Ontario, Quebec, Saskatchewan Legislation affecting Labour — Législation de la Nouvelle Ecosse, Ontario, Québec, Saskatchewan affectant le travail. *DC* 1914. XIV, XV. 9, 12, 5, 6.
28. The Statute Law of Industrial Import in the State of New South Wales. *IndG* 1914. Januar-Dezember.
29. Protezione legale dei lavoratori. *BUL (NS)* 1914. II. 4.
30. La legislazione sociale alla Camera. *L* 1914. VII. 12.
31. Lovforslaget om arbejderbeskyttelse i industrielle virksomheder. *Soc Medd* 1914. II. 2—3.
32. Motioner i sociala frågor vid 1914 års riksdag. *SMedd* 1914. V. 2.
33. Schwanenflügel, W. Sverrigs ny Fabriklov. *SocF* 1913. IX. 1.
34. Arbetarskyddets utvidgande. *Arbsk* 1914. II. 8.
35. La protezione legale del lavoro in Svizzera. IX. Leggi speciali di protezione operaia. *CrS* 1914. XXIV. 3, 4.
36. Die Erledigung der Revision des schweizerischen Fabrikgesetzes im Nationalrat. *CGD* 1914. XXIV. 1.
37. Zoller, O. Das neue schweizerische Fabrikgesetz und die internationalen Verträge. *SP* 1914. XXIII. 25.
38. Das neue Fabrikgesetz und die internationalen Arbeiterschutzbestimmungen. *TB* 1914. XIII. 6.
39. Das neue schweizerische Fabrikgesetz. *SP* 1914. XXIV. 12. *SAZ* 1914. IX. 28, 29.
40. Die kommende Gewerbebesetzgebung. *SAZ* 1914. IX. 5.
41. Gesichtspunkte für die Beratung über ein schweizerisches Gewerbegesetz (Gesetz über die Berufsorganisationen). *SGZ* 1914. XXXI. 17.—22.
42. The New Swiss Factory Act. *WLL* 1914. IV. 3.

b) Beruflich. — Par professions. — Particular Trades.

43. Il disegno di legge sul lavoro nelle miniere. *ConfL* 1914. VIII. 299.
44. Verbesserung des Arbeiterschutzes in der Grosseisenindustrie. *SP* 1914. XXIII. 34.

45. Hue, O. Der Arbeiterschutz in der Schwereisenindustrie. *CGD* 1914, XXIV. 16, 18, 26.
46. Labour Protection in Metalliferous Mines and Quarries. *NSt (S)* 1914, IV. 79.
47. Reglamentación municipal de las fábricas de tejidos, hilanderías y fábricas de sombreros. *BArg* 1914, XXVIII. 545.
48. Bäckermeister und Arbeiterschutz. *KR* 1914, XI. 28.
49. Der Bauarbeiterschutz in der Reichsgesetzgebung. *BGew* 1914, XV. 3, 5, 6.
50. Techniker und Bauarbeiterschutz. *BGew* 1914, XV. 21.
51. Schutz der Eisenbahner in Baden und der Schweiz. *Flr* 1914, VI. 19, 20.
52. La réglementation du travail dans les chemins de fer. *MS(Ann)* 1914, XXI. 7.
53. Gesetzlicher Schutz des Wirtschaftspersonals in der Schweiz. *CGD* 1914, XXIV. 12.
54. Employment of Domestic Servants. — Resolution passed by Home and Domestic Employees' Union. *DC* 1914, XIV. 9.

## 2. Arbeiter- und Arbeitskammern. — Conseils du travail. Labour Councils.

55. Le camere del lavoro nei mesi di gennaio-dicembre 1914. *BUL (NS)* 1914, II. 1.—24.

## 3. Arbeiter- und Arbeiterschutzkongresse. — Congrès ouvriers et de protection ouvrière. — Labour Congresses.

### A. International.

#### a) Allgemein. — En général. — General.

56. International Conference for the Protection of Workpeople. *DC* 1914, XIV. 9.
57. Huitième assemblée des délégués de l'Association internationale pour la protection légale des travailleurs. *VIN* 1914, V. 8.
58. More about the Berne Conference. *WLL* 1914, III. 4.
59. Association Internationale pour la lutte contre le chômage. Assemblée générale de Gand 5—6 septembre 1913. Procès-verbaux des réunions et documents annexes. *BALCh* 1914, IV. 2.
60. Conférence internationale des délégués et membres des ligues sociales d'acheteurs tenue à Anvers les 26, 27 et 28 septembre 1913. Compte rendu. *BLSA* 1914, 1.
61. El III congrés internacional de les malalties professionals a Viena. *BMS* 1914, V. 25.
62. Congrès des Assurances sociales, Washington 1915. *BAS* 1914, XXV. 1.

#### b) Beruflich. — Par professions. — Particular Trades.

63. Bütow. 43. Versammlung des Internationalen Verbandes der Dampfkessel-Ueberwachungsvereine in Moskau 1913. *ST* 1914, XIII. 8.
64. Internationaler Textilarbeiter-Kongress in Blackpool (England) vom 8. bis 13. Juni 1914. *TB* 1914, XIII. 26. *TexW* 1914, XV. 25, 26.
65. Unser Kongress in Wien. (Internationale Holzarbeiter-Union). *BIntUH* (4 sprachig). 1914, XI. 2—6.
66. III. Internationale Konferenz der Zimmerer. *Zi* 1914, X. 1, 2.

### B. National.

#### a) Allgemein. — En général. — General.

67. Ausserordentliche Hauptversammlung der Gesellschaft für Soziale Reform. Berlin, den 9. Mai 1914. *SP* 1914, XXIII. 33. *GKG* 1914, XIX. 4.
68. Der IX. sozialistische Gewerkschaftskongress. *ZCGD* 1914, XIV. 15. *SP* 1914, XXIII. 40, 41. *CGG* 1914, XXIV. 20, 25, 27. *AG* 1914, 15. *Gew* 1914, XVIII. 24, 25. — Kloth, E. *NZ* 1914, XXXII. II. Band. 12. — Legien, C. *SM* 1914, XX. 12, 13.

69. Beschlüsse des IX. sozialistischen Gewerkschaftskongresses. *ZCGD* 1914. XIV. 16. *CGD* 1914. XXIV. 28
70. Fehlinger, H. The Ninth German Trade Union Congress. *AF* 1914. XXI. 10.
71. Die XXI. Jahresversammlung des Hauptverbandes deutscher Ortskrankenkassen. *BAVA* 1914. XX. 15.
72. Altenrath. Kongress für Wohnungsaufsicht und Wohnungspflege. *C* 1914. XXI. 1.
73. Kröhne M. Eindrücke vom Wohnungskongress in Berlin. *BISA* 1914. VI. 1.
74. Der Kongress für einheitliches Angestelltenrecht. *KZ* 1914. VII. 10. *BAVA* 1914. XX. 9.
75. Brandis, W. Berufsgenossenschaftstag in Leipzig. *ST* 1914. XIII. 12.
76. Sachs, H. Die III. deutsche Konferenz zur Förderung der Arbeiterinneninteressen. *BISA* 1914. VI. 4. *C* 1914. XXI. 5.
77. Der 19. Kirchlich-soziale Kongress 21.—23. April in Wiesbaden. *SP* 1914. XXIII. 32.
78. Zimmermann, W. Sozialethische Zeit- und Streitfragen (25. Tagung des Evangelisch-sozialen Kongresses, 15. bis 17. April 1914 in Nürnberg). *SP* 1914. XXIII. 30.
79. Die XXXIII. Jahresversammlung des amerikanischen Arbeiterbundes (American Federation of Labor). *CGD* 1914. XXIV. 2.
80. Gompers, S. The Seattle Convention. A Review and Survey of the Constructive Work of that Splendid Gathering of the Representatives of Labor's Hosts. *AF* 1914. XXI. 1.
81. Annual Meeting of the British Section of the International Association for Labour Legislation. *WLL* 1914. IV. 2.
82. Annual Convention of the Trades and Labour Congress of Canada. *DC* 1914. XV. 4.
83. Annual Convention of Canadian Federation of Labour. *DC* 1914. XV. 4.
84. Second Annual Convention of the Alberta Federation of Labour. *DC* 1914. XV. 5.
85. Proceedings of fourth annual Convention of the British Columbia Federation of Labour. *DC* 1914. XIV. 8.
86. Le deliberazioni del IV congresso della confederazione del lavoro. *ConfL* 1914. VIII. 303.
87. Pagliardi, F. Il congresso della confederazione generale del lavoro: Organizzazione operaia e partito socialista: 1. La crisi e l'opposizione operaia; 2. la cooperazione e la resistenza etc. *CrS* 1914. XXIV. 11, 12.
88. Riunione del comitato della sezione italiana dell'Associazione internazionale per la lotta contro la disoccupazione. *BUL(NS)* 1914. II. 11, 12.
89. Assemblea generale della sezione italiana dell'associazione internazionale per la protezione legale dei lavoratori. *BUL (NS)* 1914. II. 15.
90. Primo congresso per la revisione della legge per gli infortuni sul lavoro. *BUL (NS)* 1914. II. 21.
91. VII Convegno dei segretariati laici di assistenza agli emigranti. *BUL (NS)* 1914. II. 1.
92. Det tredje nordiska arbetarförsäkringsmötet i Kristiania den 19—21 februari 1914. *Arbssk* 1914. II. 1, 3.
93. Föreningens för arbetarskydd årsmöte. *Arbssk* 1914. II. 5.

b) Beruflich. — Par professions. — Particular Trades.

94. X. Verbandstag katholischer Arbeiter- und Knappenvereine Westdeutschlands am 21. und 22. Juni 1914 in Essen. *WAZ* 1914. XVI. 26.
95. Anträge zum XI. ordentlichen Verbandstag der Metallarbeiter Oesterreichs. *OeM* 1914. XXIV. 30.
96. Vom VI. Verbandstag der Steinarbeiter Deutschlands in Dresden. *St* 1914. XVIII. 21, 22.
97. Zur L. Hauptversammlung des Deutschen Vereins für Ton-, Zement- und Kalkindustrie. *TIZ* 1914. XXXVIII. 17, 20—23.
98. Der V. Verbandstag aller Tonarbeiter am 22. Mai 1914 in Wien. *TAW* 1914. XIII. 12, 13.

99. XII. Verbandsgeneralversammlung der Maschinisten und Heizer sowie Berufsgenossen Deutschlands zu Leipzig. *DMH* 1914. XIX. 24, 25.
100. Dansk smede-og maskinarbejderforbunds 13 kongres. *JM* 1914. XVIII. 7.
101. Der Verbandstag der Schuhmacher Deutschlands in Hamburg. *Sch* 1914. XXVIII. 23—25.
102. XIV. Generalversammlung des Gewerkvereins der Holzarbeiter Deutschlands in Berlin. *Ei* 1914. XXV. 24—26.
103. Schweizerischer Kaufmännischer Verein. 41. Jahresbericht des Centralkomitees umfassend den Zeitraum vom 1. Mai 1913 bis 30. April 1914. *SKC* 1914. XVIII. 24.
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# Bulletin

OF THE

## INTERNATIONAL LABOUR OFFICE

### NATIONAL LABOUR LEGISLATION.

FRANCE: Act regulating wages in the clothing trade.

SPAIN: Decree respecting working hours in the textile industry.

### WAR EMERGENCY LEGISLATION.



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# Bulletin

OF THE

## INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

### International Labour Legislation

1. *Zusatzvertrag zwischen dem Deutschen Reiche und den Niederlanden zu dem am 27. August 1907 unterzeichneten Vertrag über Unfallversicherung. (4757.) Vom 30. Mai 1914. (Reichs-Gesetzblatt 1915, Nr. 69, S. 321.)*

**Treaty between the German Empire and the Netherlands, supplementary to the Treaty signed on 27th August, 1907,\* respecting accident insurance (No. 4757). Dated 30th May, 1914.**

I. The following new Section shall be inserted between §§3 and 4 in the Treaty of 27th August, 1907, respecting accident insurance, concluded between the German Empire and the Netherlands:

3a. Where, in pursuance of §§1 to 3, the undertakings there designated are subject to the accident insurance of one of the parties to the Treaty, the persons employed in the undertakings shall be subject to the insurance even if they do not reside in the territory of the said party.

II. The rule contained in the new §3a, contemplated in §I, shall apply to accidents which happened before the coming into force of the present Treaty, provided that no decision having the force of law has been issued in respect of such accidents either before or on the day when the Treaty comes into force.

III. This Treaty shall be ratified by His Majesty the German Emperor and Her Majesty the Queen of the Netherlands, and the ratifications shall be exchanged as soon as possible.

The Treaty shall come into force on the fourteenth day after the exchange of ratifications.

\* Text E.B. II., p. 350.



# National Labour Legislation

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## 1. LAWS AND ORDERS

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### I. United States of America

1. **An Act to regulate the hours of employment and safeguard the health of females employed in the district of Columbia. 24th February, 1914 (Public. No. 60, 43rd Congress.)**

1. No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant, or telegraph or telephone establishment or office, or by any express or transportation company in the District of Columbia more than eight hours in any one day, or more than six days, or more than 48 hours in any one week.

2. No female under 18 years of age shall be employed or permitted to work in or in connection with any of the establishments or occupations named in §1 of this Act before the hour of seven o'clock in the morning, or after the hour of six o'clock in the evening of any one day.

3. No female shall be employed or permitted to work for more than six hours continuously at one time in any establishment or occupation named in §1 of this Act in which three or more such females are employed without an interval of at least three-quarters of an hour, except that such female may be so employed for not more than six and one-half hours continuously at one time if such employment ends not later than half-past one o'clock in the afternoon, and if she is then dismissed for the remainder of the day.

4. Every employer shall post and keep posted in a conspicuous place in every room in any establishment or occupation named in §1 of this Act in which any females are employed a printed notice, stating the number of hours such females are required or permitted to work on each day of the week, the hours of beginning and stopping such work and the hours of beginning and ending the recess allowed for meals. The printed form of such notice shall be furnished by the inspectors authorised by this Act. The employment of any such female for a longer time in any day than that stated in the printed notice shall be deemed a violation of the provisions of this Section. Where the nature of the business makes it impracticable to fix the recess allowed for meals at the same time for all females employed, the inspectors authorised to enforce this Act may issue a permit dispensing with the posting of the hours when the recess allowed for meals begins and ends, and requiring only the posting of the total number of hours which females are required or permitted to work on each day of the week, and the hours of beginning and stopping such work. Such permit

shall be kept by such employer upon such premises, and exhibited to all inspectors authorised to enforce this Act.

5. Every employer shall keep a time-book or record for every female employed in any establishment or occupation named in §1 of this Act, stating the wages paid, the number of hours worked by her on each day of the week, the hours of beginning and stopping such work, and the hours of beginning and ending the recess allowed for meals. Such time-book or record shall be open at all reasonable hours to the inspection of the officials authorised to enforce this Act. Any employer who fails to keep such record as required by this Section, or makes any false statement therein, or refuses to exhibit such time-book or record, or makes any false statement to an official authorised to enforce this Act in reply to any question put in carrying out the provisions of this Act, shall be liable for a violation thereof.

6. The Commissioners of the District of Columbia are hereby authorised to appoint three inspectors, two of whom shall be women, to carry out the purposes of this Act, at a compensation not exceeding \$1,200 each per annum.

7. The inspectors authorised by this Act may, in the discharge of their duties, enter any place, building or room where any labour is being performed by females which is affected by the provisions of this chapter whenever such inspectors may have reasonable cause to believe that any such labour is being performed therein.

8. The inspectors authorised by this Act shall visit and inspect the establishments and places of employment named in §1 as often as practicable during reasonable hours, and shall cause the provisions of this Act to be enforced therein, and also the provisions of an Act entitled "An Act to provide that all persons employing female help in stores, shops or manufactories in the District of Columbia shall provide seats for the same when not actively employed." (Approved 2nd March, 1895.) They shall make a daily report to the Commissioners of the District of Columbia, and also report any cases of illegal employment contrary to the provisions of this Act to the corporation counsel of the District of Columbia.

9. Any person who violates or does not comply with any of the provisions of this Act shall upon conviction be punished for a first offence by a fine of not less than \$20 nor more than \$50; for a second offence, by a fine of not less than \$50 nor more than \$200; for a third offence, by a fine of not less than \$250.

**2. An Act to supplement existing laws against unlawful restraints and monopolies, and for other purposes. 15th October, 1914. (Public: No. 212, 63rd Congress.)**

[EXTRACT.]

6. The labour of a human being is not a commodity or article of commerce. Nothing contained in the Anti-Trust Laws shall be construed to forbid the existence and operation of labour, agricultural or horticultural organisations, instituted for the purposes of mutual help, and not having capital stock or conducted for profit, or to forbid or restrain individual members of such organisations from lawfully carrying out the legitimate objects thereof; nor shall such organisations, or the members thereof, be held or construed to be illegal combinations or conspiracies in restraint of trade, under the Anti-Trust Laws.

19. Every order of injunction or restraining order shall set forth the reasons for the issuance of the same, shall be specific in terms, and shall describe in reasonable detail, and not by reference to the bill of complaint or other



document, the Act or Acts sought to be restrained, and shall be binding only upon the parties to the suit, their officers, agents, servants, employees and attorneys, or those in active concert, or participating with them, and who shall, by personal service or otherwise, have received actual notice of the same.

20. No restraining order or injunction shall be granted by any court of the United States, or a judge or the judges thereof, in any case between an employer and employees, or between employers and employees, or between employees, or between persons employed and persons seeking employment, involving, or growing out of, a dispute concerning terms or conditions of employment, unless necessary to prevent irreparable injury to property, or to a property right, of the party making the application, for which injury there is no adequate remedy at law, and such property or property right must be described with particularity in the application, which must be in writing and sworn to by the applicant or by his agent or attorney.

And no such restraining order or injunction shall prohibit any person or persons, whether singly or in concert, from terminating any relation of employment, or from ceasing to perform any work or labour, or from recommending, advising or persuading others by peaceful means to do so ; or from attending at any place where any such person or persons may lawfully be, for the purpose of peacefully obtaining or communicating information, or from peacefully persuading any person to work or to abstain from working ; or from ceasing to patronise or to employ any party to such dispute, or from recommending, advising or persuading others by peaceful and lawful means to do so ; or from paying or giving to, or withholding from, any person engaged in such dispute, any strike benefits or other moneys or things of value ; or from peaceably assembling in a lawful manner and for lawful purposes ; or from doing any act or thing which might lawfully be done in the absence of such dispute by any party thereto ; nor shall any of the acts specified in this paragraph be considered or held to be violations of any law of the United States.

## II. France

1. *Loi du 10 juillet 1915 portant modification des titres III. et V. du livre 1er du code du travail et de la prévoyance sociale (salaire des ouvrières à domicile dans l'industrie du vêtement).*

**Act to amend Titles III. and V. of the first book of the Code of Labour (wages of women home-workers in the clothing trade). Dated 10th July, 1915.**

1. Chapter I. of Title III. of the first Book of the Code of Labour shall be amended as follows :—

“Chapter I. On the fixing of wages —Part I. : On the wages of women workers carrying out, at home, work forming part of the clothing trade.

“33. The provisions of this Part shall apply to all women workers carrying out, at home, work in the making of clothes, hats, boots and shoes, linen underclothing of all sorts, embroidery, lace, feathers, artificial flowers, and all other work forming part of the clothing trade.

“33a. All manufacturers, agents or middlemen causing the branches of work named above to be carried out in the workers' homes shall inform the inspector of labour of the fact and keep a register giving the name and address of each of the women workers thus employed.

" 33b. The prices fixed for making articles produced in quantities by the person giving out home-work shall be permanently affixed in the places where the workers wait and in those where the raw materials are given out to the workers and the goods received back after completion.

" This provision shall not apply to the private residences of the workers when the manufacturers, agents or middlemen arrange direct for the materials to be delivered and the goods fetched from there.

" 33c. At the time when a working woman receives any work to carry out at home, she shall be given a counterfoil ticket or book stating the kind and quantity of the work, the date on which it is given out, the prices applicable to the work, and the kind and cost of any requisites which are to be supplied by the worker. The net prices shall not be lower, for the same articles, than those affixed in pursuance of the preceding Section.

" At the time when the finished work is returned particulars shall be entered on the ticket or in the book of the date of delivery and the amount of the wages earned by the worker and the various accessory expenses charged to her by the manufacturer, agent or middleman, within the limits provided in §50 of the present Book, as well as the net amount paid or payable to the worker after the deduction of these expenses.

" The particulars given on the ticket or in the book shall be copied exactly on to the counterfoil of the ticket or in a regular account book.

" The counterfoils and account books contemplated in the preceding paragraph shall be kept for one year at least by the manufacturer, agent or middleman and placed by him at the disposal of the inspector at any time.

" The penalties contemplated in §99a shall be impossible if any incorrect particulars are given on the tickets or counterfoils, or in the books or account books contemplated in the present Section.

" 33d. The prices applicable to home-work shall be such as will enable a worker of average skill to earn in 10 hours a wage equal to a minimum fixed by the labour councils or, in their absence, by the wages committees for the occupation or the district, in the manner indicated in §§33e, 33f and 33g here following.

" 33e. The labour councils shall determine the amount of the usual daily wage paid in the district to women workers of the same trade and of average skill working in workshops, by the hour or day, and carrying out the various regular branches of work in the trade.

" They shall fix the minimum contemplated in §33d in accordance with the figures thus determined.

" In districts where home-work alone exists in the industry in question, the labour councils shall fix the minimum in accordance with the average wage of women working in workshops and carrying out analogous branches of work in the district or in other similar districts, or in accordance with the wage usually paid to women working by the day in the district.

" The minimum thus fixed shall serve as a basis for the decisions of the committees of counsel or of the justices of the peace in disputes which may be submitted to them on the subject dealt with in this Part.

" The labour councils shall revise this minimum at least every three years.

" 33f. If there is no labour council in the trade and in the district, there shall be established at the chief town of the department a wages committee for women home-workers, upon whom shall devolve the functions given to labour councils in the preceding Section.

" This committee shall consist of the justice of the peace or the senior justice of the peace acting at the chief town of the department, who shall be

president *ex officio*, from two to four workmen or workwomen, and an equal number of employers belonging to the industries contemplated in this Act.

"The members of the committee shall be chosen by the sectional presidents and vice-presidents of the committees of counsel (*conseils de prud'hommes*) existing in the department.

"In the absence of committees of counsel competent to act within the department, or if the sectional presidents and vice-presidents have not been able to agree upon the selection, the members of the committee shall be nominated by the president of the civil court.

"33g. In addition, in the absence of any labour council, one or more committees of industrial experts shall be established.

"Each of these committees shall include two women workers and two employers (men or women) belonging to the clothing trade and carrying on their trade in the department.

"The committee shall be presided over by the justice of the peace of the canton where the committee sits.

"The members of the committees shall be chosen by the assembled sectional presidents and vice-presidents of the committees of counsel acting in the department. If there are no committees of counsel, they shall be nominated by the prefect.

"The labour councils, or in their absence the committees of industrial experts, may draw up, *ex officio*, or shall draw up at the request of the Government, of the committees of counsel or of trade associations interested, as precisely as possible, a table of the times necessary to execute branches of work done in quantities, for the different articles and classes of women workers, in the trades and districts to which their jurisdiction extends.

"The minimum wage applicable to articles made in quantities shall be deduced from the minimum hourly rate of wages fixed by the wages committees multiplied by the number of hours necessary to perform the work pertaining to such articles.

"The authorities having jurisdiction shall have the right to consult the committees of industrial experts for the purpose of estimating the time necessary to perform work by the piece not included in the tables of work done in quantities.

"The particulars provided in this manner shall serve as a basis to the decisions of the committees of counsel or of the justices or the peace in any disputes brought before them in connection with work pertaining to articles made by the piece.

"33h. The amounts of the minimum wages and of all wages determined by labour councils or by special committees under §§33e, 33f and 33g shall be published by the prefect and inserted, in particular, in the collection of administrative Acts of the department.

"If, within a term of three months from the publication of a minimum wage determined by the labour council or by a wages committee or of a scale of wages drawn up by the labour council or a committee of industrial experts, an objection is raised against the decision, either by the Government or by any trade association, or by any person interested in the trade, the matter shall be settled finally by a Central Commission sitting at the Ministry of Labour and composed as follows:

"Two members (one employer and one worker) of the labour council or of the departmental committee which has fixed the minimum wage;

" The two representatives of the trade (employer and workman) on the Superior Labour Council ;

" Two members of a committee of counsel (one employer and one worker) elected for three years by the committees of counsel acting jointly ;

" A permanent investigator of the Labour Office, who shall be nominated by the Minister of Labour, and who shall act as secretary to the Commission and in a consultative capacity ;

" One member of the Court of Cassation nominated by the Court for three years, who shall be *ex officio* president of the Central Commission and who shall have the casting vote in the event of an equality of votes.

" After the expiration of a term of three months, or after the decision of the Central Commission, the minimum shall become obligatory within the province of the labour council or departmental committee which determined it.

" Where a labour council or a departmental committee modifies a decision respecting the amount of a minimum wage, the amount previously fixed shall remain in force until the expiration of a term of three months, or if an objection is raised, until the Central Commission issues a decision.

" Public administrative regulations shall fix the manner of publishing decisions contemplated above, the procedure for the Central Commission and the manner in which the necessary credits for the work of the Commission shall be used.

" 33i. The committees of counsel, within the scope of their jurisdiction, and, in their absence, the justices of the peace, shall have authority to adjudicate upon all disputes arising out of the application of this Part, and especially to rectify the amounts of all wages lower than the minimum defined in the preceding Sections.

" The ascertained amount by which the wage paid is less than it ought to have been, shall be paid over to the insufficiently remunerated woman worker, without prejudice to any indemnity which the employer may be ordered to pay for the benefit of the woman.

" Every manufacturer, agent or middleman shall be civilly liable when it is owing to his action that the minimum could not be paid.

" 33j. Complaints made by the workers respecting the scale applied to work performed by them shall not be admissible unless they are lodged at latest 15 days after the payment of their wages.

" The time limit thus fixed shall not apply to an action begun by the worker to obtain the benefit of the application of a specific scale established by a preceding award and published in the manner prescribed in §33l.

" 33k. Associations authorised for this purpose by Decree issued on the proposal of the Minister of Labour, and trade unions existing in the district for industries contemplated in §33, even if they are composed entirely or in part of workers employed in workshops, may take civil proceedings in respect of contraventions of the present Act, without having to prove that they have suffered prejudice, provided that, if the defendant so requires, they shall give security for the payment of any costs and damages which they may be ordered to pay, unless they possess, in France, real property of sufficient value to assure this payment.

" The preceding provision shall not affect the rights of trade unions recognised by previous laws.

" 33l. The committee of counsel or the justice of the peace in the case of any dispute respecting the remuneration of a woman worker performing at home any of the branches of work contemplated in §33, shall publish, by affixing a notice at the door of the court, the amount of the minimum wage

which has served as a basis for the decision and the specific scale resulting from the award.

"Every person interested and every association contemplated in §33<sup>k</sup> shall have the right to take, without fee, a copy of the amounts of these wages at the offices of the committees of counsel or of the justice of the peace, and to publish such figures.

"33<sup>m</sup>. Where male workers belonging to the industries contemplated in §33 and performing at home the same branches of work as the women receive a wage lower than the minimum fixed for the latter, a claim for this wage to be increased up to the said minimum may be brought before the committees of counsel, or the justice of the peace, in the same manner as that open to the women themselves.

"The provisions of §§33<sup>a, b, c, d, e, f, g, h, i, j, k, l, and m</sup>, may, after consultation with the Superior Labour Council, and in pursuance of public administrative regulations, be made applicable to women home-workers belonging to industries other than those contemplated in §33.

"33<sup>n</sup>. All agreements contrary to the provisions of this Part shall be null and void."

2. The first part of Chapter I. of Title III. of the first Book of the Code of Labour shall be called Part II.

Sections 33 and 34 of the first Book of the Code of Labour shall bear the numbers 34 and 34<sup>a</sup>.

3. Title V. of the First Book of the Code of Labour shall be amended as follows :—

(1) After §99 the following §99<sup>a</sup> shall be inserted :—

"99<sup>a</sup>. Manufacturers, agents, middlemen or their representatives who contravene the provision of §§33<sup>a</sup>, 33<sup>b</sup>, and 33<sup>c</sup> of the present Book, shall be prosecuted before the police court (tribunal de simple police) and punished by a fine of from 5 to 15 francs.

"In case of a contravention of §33<sup>c</sup>, the fine shall be imposed as many times as there are persons in respect of whom the provisions of the said Section have been contravened, provided that the maximum shall not exceed 500 frcs.

"In case of a repeated contravention, the offender shall be prosecuted before the criminal court (tribunal correctionnel) and punished by a fine of from 16 to 100 frcs.

"A contravention shall be regarded as repeated if the offender has already been convicted of an identical contravention within the twelve months preceding the act for which he is prosecuted.

"Where there are several contraventions involving the penalties of repeated offences, the fine shall be imposed as many times as there are fresh contraventions, provided that the maximum shall not exceed 3,000 frcs.

"The criminal courts may apply the provision of §463 of the Penal Code in extenuating circumstances, provided that in no case shall the fine be less than 5 frcs. for each contravention.

"Manufacturers, agents or middlemen shall be civilly liable for the penalties imposed upon their representatives."

(2) Section 107 shall be amended as follows :—

"107. The inspection of labour shall have the duty, concurrently with the officers of the judicial police, to ensure the observance of §§33<sup>a</sup>, 33<sup>b</sup>, 33<sup>c</sup>, 75, 76, and 77, and, as regards commerce and industry, §§43, 44 and 45 of the present Book.

"Contraventions of the said Sections, etc."

2. *Circulaire du ministre du travail et de la prévoyance sociale, en date du 24 juillet 1915, relative à la loi du 10 juillet 1915 (salaire des ouvrières à domicile dans l'industrie du vêtement).*

**Circular of the Minister of Labour respecting the Act of 10th July, 1915 (wages of women home-workers in the clothing trade). Dated 24th July, 1915.**

The Act of 10th July, 1915, of which you will have read the text in the *Journal Officiel* of 11th July, and a large number of copies of which I am sending to you herewith with my instructions, is one of those laws which the labour world was awaiting with impatience and the importance, justice and opportuneness of which are emphasised very strongly by the fact that it was passed unanimously by the Senate at the sitting of 20th May, 1915, and by the Chamber at the sitting of 9th July following.

The object of the Act is to ensure a minimum wage to women working at home in the clothing trade, whose remuneration is often inadequate.

Although it accords in a particularly opportune manner with the development which home-work on army requirements (coats, breeches, shirts, drawers, tents, etc.) has shown during the war, the Act is not intended only to meet special circumstances. It has arisen out of numerous complaints and inquiries which, for years, have shown the debased level of the wages of women home-workers. The matter has been discussed for several years.

\* \* \* \* \*

In order to ascertain the *sphere of application* of the Act it is necessary to consider on the one hand the persons, and on the other the branches of work, to which it applies.

As regards the first point, the Act only contemplates women home-workers. It does not affect men home-workers and workshop employees. Notwithstanding, the minimum wage once established for women home-workers, the men working at home belonging to the same industries and carrying out the same branches of work, who receive wages lower than this minimum, may proceed against their employers before the committees of counsel (*conseils de prud'hommes*), or the justices of the peace, in order to obtain the payment of the difference [§33m.]. The associations named in §33k may also take civil action in this case. But the employers are not bound to enter such workers on the register contemplated in §33a, nor to provide them with the counterfoil tickets or books prescribed in §33c.

The Act does not define home-work. As an indication, the following characteristics of wage-earning home-work may be given.

The work is ordered either by an industrial or commercial establishment or by a middleman. It is carried out in a place used as, or attached to, a dwelling, by an operative working alone or with the members of his family, or even with a few other workers. The raw materials are, most often, provided by the establishments or middlemen, except the accessory requisites purchased by the worker.

Home-workers thus defined are distinct from small artisans who likewise work at home, but directly for customers and who are in reality small employers.

The Act makes no distinction of nationality; it protects women and men working in their homes in France, whether they are French or foreign. The first reporter in the Chamber on the Act stated this expressly in his report.\*

On the other hand, the Act does not cover all home-work; it only applies to "the making of clothes, hats, boots and shoes, linen underclothing of all sorts, embroidery, lace, feathers, artificial flowers, and all other work forming part of the clothing trade" [§33].

Outside the articles thus enumerated, it appears from the preliminary proceedings that the legislature only wished to include in the expression "clothing trade," the making of clothes strictly speaking. In particular, the manufacture of jewellery and beads and ribbon weaving are not included. Nevertheless, §33m. allows the Act to be extended to other industries not expressly named in §33. This extension may be effected by public administrative regulations, issued after consultation with the Superior Labour Council.

The system established by the Act may be summarised as follows:—

- I. By special procedure, a minimum scale is determined and published;
- II. The employers must pay their women workers at rates at least equal to this minimum scale, failing which the wages may be rectified by means of a civil action;
- III. In order to facilitate a comparison between the established minimum scale and the rate paid by the employer, the latter is bound to carry out certain formalities, for failure to observe which penalties are imposed.

\* Report of M. Berthod., Ch. d. Députés; Session 1913, No. 4272, p. 39.

The Act contemplates three types of minimum wages or scales, which it is well to distinguish in order to facilitate an understanding of what follows :

(1) A minimum time wage, determined by the labour council or the departmental wages committee ;

(2) a minimum piece wage, applicable to articles made in quantities, determined by the labour council or the committees of industrial experts ;

(3) prices fixed by the employer which must be stated by him on tickets or in books given to the workers, and which he must cause to be affixed in certain cases.

All these wages or scales are to be free of all charges for requisites. This is evident from the definition for the time minimum [§33e] ; it is equally applicable to piece wages or scales, determined by the committee of experts, since these must, by definition, make it possible to earn the net hourly minimum in the time necessary to complete the piece [§33g].

Finally, it is the same with the prices fixed by the employer and posted up [§33b] or entered in the books [§33c]. This results, without any possible doubt, from the last sentence of the first paragraph of §33c : " The *net* prices shall not be lower, for the same articles, than those affixed in pursuance of the preceding Section."

## I. DETERMINATION OF THE MINIMUM WAGE.

### 1. *Bodies having the duty of establishing the minimum.*

The Act entrusts, in the first place, the labour councils with the duty of ascertaining the basic wages [§33e] and the time necessary for making the articles [§33g].

The labour councils in question are the consultative labour councils contemplated in the Act of 17th July, 1908.\* Since these councils are still very few in number, and none of them have been created for the trades affected by the Act with which we are dealing, it is necessary in practice to adopt the expedient of appointing the wages committees and committees of industrial experts created by the Act to take their place.

*Wages Committees.* Section 33f of the Act regulates the constitution of these committees.

The prefects have the duty of calling them into being. They will have first to fix the number of workmen or workwomen and employers of which the committee should consist, taking into consideration the importance of the interests affected and consulting on this matter the inspectors of labour and competent persons belonging to the trade groups concerned. The number of members of each class may vary from two to four, and must, moreover, be the same for the two classes.

They have next to proceed to the nomination of the members. Two cases will arise :

(a) If there are committees of counsel having jurisdiction in the department, the prefect should invite the presidents and vice-presidents of the sections of these committees to nominate the employers and workers on the wages committee. The Act does not prescribe how this nomination is to be carried out. By analogy with §33g, which provides for a meeting of sectional presidents and vice-presidents of committees of counsel for the nomination of members for the local committees of experts, the same procedure for the nomination of the departmental wages committees seems to be indicated. It is, moreover, easier to obtain the agreement desired by the Legislature at a meeting of the kind than if the persons interested were consulted separately.

It may be assumed that agreement is reached in the case of candidates who receive a majority of the votes of the employer members of the committees of counsel and of the worker members.

The candidates elected must belong to the industries " contemplated in this Act," that is to say, in so far as the second paragraph of §33m has not come into play, to the clothing trades. This is the only condition of eligibility laid down. It is not essential that the employers nominated should give out home-work or that the workers nominated should be classed as home-workers ; it is sufficient if either belong to the industries in question. Notwithstanding, it is desirable that the choice should fall upon persons belonging to the special branches of industry which are in question. It is also desirable, as far as possible, in order to facilitate the work and avoid expense, that the choice should fall, for preference, upon persons living in the town where the committee meets.

(b) In the absence of committees of counsel, or if the presidents and vice-presidents are not able to agree, the prefect should approach the president of the civil court of the chief town of the department and request him to make the nominations.

If the presidents and vice-presidents nominate persons who do not belong to the clothing trades (or to the trades concerned where extensions have been made in pursuance of §33m, paragraph 2) ; or if, in a general way, it presents fewer names of eligible employers

\* Text E.B. III., p. 356.

or workers than the wages committee is to comprise, the president of the civil court shall likewise complete the list and fill up the vacancies caused by the absence of agreement.

The Act does not fix exactly the term of office of the members of the committee. But, since revisions of the minimum wage must take place, under §33e, at least every three years, a normal arrangement would be to re-appoint them every three years. This term is, moreover, that fixed by the Act for the office of the Councillor of the Court of Cassation having the duty of presiding over the Central Commission which acts as final court of appeal (§33f). It goes without saying that there is nothing contrary to the re-appointment of the members of the departmental committees at the expiration of every triennial period.

The presidency of the departmental wages committee is allotted by the Act to the justice of the peace or the senior justice of the peace acting at the chief town of the department. He has consequently the duty of seeing that the committee works smoothly. You are requested to inform him of the appointment of the committee, of its composition, of the names of the members nominated, and in general of everything that affects his duties.

It seems that a prefectorial decree will be necessary to announce to the persons concerned the appointment of a departmental wages committee and to determine its composition. This decree should fix the term of office and the date from which it is reckoned, and indicate, if any, the measures taken to facilitate the work of the committee. A subsequent decree should be issued to announce the result of the nomination of members carried out in order, and to make the names publicly known.

*Committees of Industrial Experts.* In the absence of labour councils, that is to say as a general rule, the prefects will have to appoint in each department one or more so-called "committees of industrial experts" (§33g).

It is the function of the prefects to decide in what centres and for what trades such committees ought to be created and to determine the district over which their jurisdiction shall extend. They should consult persons qualified to represent the trades, the trade organisations concerned; they should also take the advice of the wages committee and of the inspector of labour. In view of the technical nature of the work incumbent upon them, the committees of experts might be as numerous as the clearly defined branches of the clothing trades carried on in the locality. Care should, however, be taken not to multiply them unnecessarily.

For the nomination of the members of the industrial committees, the prefects should follow the procedure indicated above for the departmental wages committees. One difference should, however, be noted. Where there are no committees of counsel in the department, or if the employers' and workers' presidents cannot agree, the prefect will nominate the members of the committee of experts. For the purposes of this nomination the departmental wages committee should be consulted.

The qualifications laid down for the departmental wages committees, as regards knowledge of the special branch of industry and residence, are even more expedient in this case, and as regards residence will be more easy to observe.

What is said above in respect of notification to the president, the justice of the peace, and of the decrees appointing the committees applies here equally. The points to be decided by decree are, moreover, more numerous in this case (place of meeting, trade, district, etc.).

*Central Commission.* A Central Commission sitting at the Ministry of Labour is established to decide finally on protests made against decisions of labour councils, wages committees and committees of experts.

The Commission is to include, for each case, two members (an employer and a workman) from the labour council or departmental wages committee which has fixed the minimum wage. The public administrative regulations contemplated in §33h will contain the necessary details in this respect, and, if necessary, supplementary instructions will be sent with the regulations.

## 2. Work of the Committees.

The meetings of the departmental wages committees and the committees of industrial experts are to be called by the president, the justice of the peace, who shall fix their orders of the day. The administration has not to take part in their work, but should, nevertheless, facilitate their working as much as possible, by providing them with premises, documents and the few necessary office supplies. The administration shall, as far as possible, if requested, place an employee at their disposal to take charge of their office. Amongst the documents to be presented to the committees are, in the first place, the schedules appended, in virtue of the Decrees of 10th August, 1899, to the purchase agreements made by the State, the departments, the communes and public charitable institutions. A very large number of those schedules have actually been drawn up in the past



months in connection with supplies of clothes and underclothing for the army. The inspectors of labour know them and are in touch with the commissariat officials on the matter. The committees will find there abundant and effective material which will largely facilitate their work.

*Fixing of the basic wage.* The labour councils or wages committees contemplated in §33 have first to determine the daily rate of wages usually paid, on the basis of which rate the minimum rate will then be fixed.

Section 33c lays down the rules to be followed in this matter :

(1) Where home-work exists in the district concurrently with similar work carried on *in workshops* : the daily rate of wages ascertained will be that which is usually paid in workshops to women workers of the same trade and average skill carrying out the various branches of work in the trade. As regards the workers of average skill from whom the rate is ascertained, the reporter on the Bill to the Chamber of Deputies\*, quoted by the reporter to the Senate†, expressed himself as follows : " It is of course understood that the wage contemplated ought to be that of a worker who has no special talent giving her the right to a higher remuneration, but that of the ordinary worker carrying out, generally, the various branches of work in the trade " ;

(2) Where home-work alone exists in the district, but where workshops in which women workers perform analogous work are found in this district or in similar districts : the daily rate of wages of these workers should be ascertained ;

(3) Finally, where there are no workshops either in the district in question or in similar districts, where branches of work connected with the clothing trade or analogous branches of work are carried on : in this case, which, in view of the very broad and comprehensive meaning of the expressions " analogous branches of work " and " similar districts " will doubtless arise very rarely, it is the usual rate of wages paid to women employed by the day in the district which will have to be ascertained.

In the words of M. Jean Morel's report " the woman employed by the day, who is here taken as a type, is the unskilled worker going out by the day to other people for various objects—household work, needlework, mending, washing, etc.

*Fixing of the minimum wage.* It is in accordance with the rate of wages thus ascertained that the labour councils or wages committees have to fix the minimum contemplated in §33d, that is to say, that which the prices paid ought to enable a woman home-worker of average skill to earn in ten hours. The minimum wage thus fixed is consequently a time wage ; it must be fixed by the hour or by the day of ten hours.

It will be the function of the prefects to see that the labour councils or wages committees proceed every three years to revise the hourly minimum wage, as required by the last paragraph of §33c.

*Fixing of prices for articles made in quantities.* The committees of experts established by §33g have the function of drawing up, as precisely as possible, a table of the times necessary to carry out work done in quantities, for the different articles and the different classes of woman worker, in the trades or districts to which their jurisdiction extends. Within the spirit of the Act, these determinations ought to be made by observing the work of a woman of average skill *in a workshop*.

It should be noted that the action of the committee as regards the choice of the articles to be entered on the table is not limited to the initiative of the Government. The committees of counsel and trade associations interested have the same right to refer matters to them. The committees may, moreover, enter on their own initiative articles the standardising of which seems to them especially useful.

Once the table of times is drawn up, it is the function of the committee of experts, in order to establish the minimum wages and scales contemplated especially in §33h, to determine the product of the hourly basic salary and the number of hours and fractions of an hour indicated in the table. The scales must include three elements for each article—hourly wage, time necessary, net price resulting from the first two.

*Publication of the wages.* Section §33h entrusts the prefects with the duty of seeing to the publicity of the minimum wages and all piece-work wages or scales ascertained or fixed by the labour councils and the special committees in virtue of §33e, §33f, and §33g. The Act only mentions publication in the collection of administrative acts of the department. But the public administrative regulations contemplated in the last paragraph of §33h will determine exactly the methods of securing publicity. The rates should be made known as widely and as promptly as possible, so that all the persons interested are reached in due time.

\* Report of M. Berthod, Ch. de Députés ; Session 1913, N. 2472, p. 53.

† Report of M. Morel, Senate, 1914 ; ordinary Session, No. 207, p. 49.

*Appeal from the decisions of the committees.* Section 33*k* provides for appeal against the decisions of the labour councils, wages committees, or committees of experts ascertaining or fixing wages or scales; this appeal lies to the Central Commission, sitting at the Ministry of Labour, whose decision is final.

It is the function of the Minister of Labour to receive protests and to transmit to the Commission those that satisfy the conditions fixed in §33*k*, paragraph 2. The prefects should transmit all those that are addressed to them. The Government having itself the right to raise objections, they should, in addition, inform me of all cases which it seems to them ought to be submitted to the Central Commission: determinations manifestly incorrect made by the committees, divergencies between their determinations such as might interfere with the conditions of competition between districts, etc.

The wages and scales resulting from the decisions of the Central Commission are to receive the same publicity as those ascertained or fixed by wages committees or committees of experts.

## II.—RECTIFICATION OF WAGES.

This is a question of civil actions on which it is not the function of the Minister of Labour to give instructions. I confine myself to noting that the fact of an employer failing to observe the minima fixed by the committees does not give ground for criminal proceedings; it merely opens the way for two distinct civil actions which may be brought independently of each other by the workers injured or by certain associations.

Amongst the bodies having the right to take civil action, the legislature has included associations authorised for this purpose by Decree issued on the proposal of the Minister of Labour.

## III.—FORMALITIES IMPOSED UPON EMPLOYERS.

In order to enable the amount of wages actually paid to women workers by employers to be easily ascertained, the Act places upon the latter certain duties enumerated in §§33*a*, 33*b* and 33*c*, and which are subject to the penalties provided for in §99*a*.

Under §33*a*, every manufacturer, agent or middleman, causing the branches of work contemplated in §33*a* to be carried on in the workers' homes, must inform the inspector of labour of the fact. The inspector of labour who should be informed is the inspector in whose district the business of the manufacturer, agent, or middleman is situated. The inspector should send to the persons designated above an acknowledgement of the receipt of the notice.

The form of the registers of the names and addresses of the women home-workers employed by any manufacturer, agent or middleman, as contemplated in the same Section, is not prescribed; but they must be registers; that is to say, bound sheets and not loose sheets. This is an essential point for the purposes of supervision.

The prices paid for articles made in quantities, which the employer (manufacturer agent or middleman) is bound to post up in certain places (§33*b*), are, as stated above, the net prices after deducting the value of any requisites charged to the workers. It is, moreover, necessary that this should apply likewise in respect of §33*d*, and for the purposes of comparison with the net minimum prices fixed by the committees.

But it is understood that, for business convenience, the employers will post up the gross prices which determine the amounts to be paid by them and will enter at the side, indicating the requisites to be charged to the worker, the net prices which are partly estimated, namely as regards the value of the requisites.

In the case of the counterfoil ticket books given to the workers the text of §33*c* requires the gross price, the value of requisites supplied, and the net price to be inserted. Notwithstanding the Act is satisfied if the first two of these items are clearly given.

All these formalities, these measures to facilitate enforcement, are necessary to enable the worker to calculate her net wages, to compare it with the compulsory minimum, and, if necessary, to uphold her rights by a civil action, and to enable interested associations also to take the civil action contemplated in §33*k*; this is why the Act guarantees their observance by imposing penalties.

The Legislature attached great importance to measures to ensure organised publicity for the wages. We have already referred to the publicity contemplated in the first and last paragraphs of §33*k* for the wages and scales determined or fixed by the committees. It is equally important that the scales of employers and middlemen should be made public, that is to say, be affixed in certain places named in §33*b*. Not only does this facilitate comparison with the minimum, but even when the scales fixed by the committees do not include the same articles, the employers will be averse to posting up rates obviously inadequate; the prices affixed will usually be normal prices.

An exception has been made to the obligation to affix prices by the employer, when the goods are delivered at and collected from the private residence of the worker. It was not possible to require the employer to affix them in the worker's home. In this

case the protection afforded by the Act is clearly reduced. It will be the duty of the inspectors to take all the more care to see that the other measures to facilitate enforcement are observed.\*

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#### *Functions of the Inspectors of Labour.*

It is the duty of the inspectors of labour to see that §§33a, 33b and 33c are observed. They will exercise for this purpose the methods of supervision and the powers which they possess both under the new Act and under §§105 to 107 of Book II. of the Code of Labour regulating their powers in general. They have the right of entry into the premises of persons giving out home-work, where the workers wait and where the raw materials are given out and the finished goods received back; they may require the production of the counterfoils of the tickets and the account books, where the items inserted on the tickets or in the books given to the workers ought to be exactly reproduced; finally, the official reports which they draw up to establish contraventions of §§33a, 33b and 33c are accepted until the contrary is proved.

They ought not to wait to receive complaints before exercising their powers of supervision. Since they will be informed by the notices contemplated in §33a, of the names and addresses of persons giving out home-work, they should visit the latter in order to satisfy themselves that the rules are strictly observed as regards the registration of women workers, the posting up of prices, and the items to be entered on the counterfoil tickets, books and account books mentioned in §33c. They should see that the net prices resulting from the said entries are not lower than the prices posted up by the manufacturers, agents or middlemen. They should ascertain, in the case of a certain number of women, whether the entries on the tickets and in the books given to the workers tally with those made on the counterfoils and account books kept by the employer. When this is ascertained their supervision does not end; they should endeavour to satisfy themselves that the entries are correct. If they find that, on a ticket or in a book, there are incorrect entries as regards, especially, the quantity of work, the prices, the nature and value of the requisites charged to the worker, etc., an official report should be drawn up in virtue of the last paragraph of §33c. It goes without saying that, in enforcing the present Act, as in the case of previous laws regulating work, the inspectors must explain their obligations to the persons concerned before drawing up an official report, and that, in the first few months, legal proceedings should be reserved for particularly serious abuses and for deliberate offenders.

Strictly speaking, the duties of the inspectors of labour are ended when they have seen that §§33a to 33c are observed by persons giving out home-work. The text of the Act does not require them to ascertain whether these persons observe the minima fixed in virtue of §§33d and 33g. While the non-agreement of the posted prices, promised by the employers, and the counterfoil ticket books given to the women, is regarded as a kind of fraud subject to penal prosecution, the Legislature wished that the observance of the minimum scale should be the subject of civil action taken by the injured party. It would, however, be interpreting the Act too narrowly to limit the functions of the inspectors of labour to the part of making official reports of contraventions. By the various formalities the enforcement of which is entrusted to them, the Legislature has given them the practical means of comparing the prices really paid with the minima. They will be led from the nature of the case to make this comparison, and in case of abuse to remind the employers officially that their action is irregular and lays them open to civil actions. The inquiries which they have undertaken since the outbreak of war on the matter of the wages paid to women home-workers by contractors working for the army have also prepared them for this duty. The important results obtained by their action are an earnest of what may be expected in this respect by their energy, tact and zeal.

There is, moreover, one case in which the facts ascertained by the inspectors may have results which are certainly administrative, namely, when the employers are executing orders for the State, the departments, the communes and public institutions to which the Decrees of 10th August, 1899, apply. In this case, the inspectors will have the duty of notifying the administration concerned of contraventions ascertained, in order that the latter may impose upon such employers the penalties contemplated by the said Decrees.

Finally, the inspectors of labour should, if required, give their assistance to the prefects, and to the wages committees and committees of experts, in connection with the application of the other provisions of the Act and especially the fixing of the minima. Their general experience of labour matters, the mass of information which they have collected in the past months, affecting the usual wages paid to women home-workers in their districts, will enable them to give authoritative guidance to the prefects and the committees who apply for their collaboration.

\* See Report of M. Duratour; Chamber Session 1915, No. 1037, pp. 9 and 10.

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I rely on the diligence of the prefects in order that the Act may be brought into operation as soon as possible. As soon as the present circular is received, they should instigate the necessary measures for the establishment of a wages committee in their department; an urgent task must be undertaken immediately by the committee, that of fixing the wages of home-workers making articles of clothing or under-clothing for the army, and they will have, moreover, to concern themselves with the other branches of home-work habitually carried on in the district.

The prefects should give the greatest possible publicity to the provisions of the Act, especially in localities or districts where there are large groups of women home-workers. For this purpose, I intend to send them at an early date a number of notices reproducing the text of the Act; I hold also at their disposal copies of the present circular.

On their part, the inspectors should draw the attention of manufacturers, agents or middlemen, who to their knowledge give out clothing and underclothing to be made in the workers' homes, to the obligations laid upon them by the new Act; they ought not to await the appointment of the wages committee and committees of experts before setting to work to enforce §§33a to 33c, since this has no connection with the appointment of those bodies.

I shall esteem it a favour to be kept in touch with the measures taken both by the prefects and by the inspectors for enforcing the Act.

### III. Germany

*Bekanntmachung betreffend die Ratifikation des am 30. Mai 1914 vereinbarten Zusatzvertrages zwischen dem Deutschen Reiche und den Niederlanden zu dem am 27. August 1907 unterzeichneten Vertrag über Unfallversicherung. (Nr. 4758.) Vom 22. Mai 1915. (Reichs-Gesetzblatt 1915, Nr. 69, S. 323.)*

**Notification respecting the ratification of the Treaty signed on 30th May, 1914,\* between the German Empire and the Netherlands, supplementary to the Treaty of 27th August, 1907†, respecting accident insurance. Dated 22nd May, 1915.**

The Treaty signed on 30th May, 1914, printed above, between the German Empire and the Netherlands supplementary to the Treaty of 27th August, 1907, respecting accident insurance (R.G.Bl. 1907, p. 763), has been ratified. The exchange of ratifications took place on 12th May, 1915, at the Hague.

This Notification should be read with the Notification of 1st December, 1907‡ (R.G.Bl., p. 769).

### IV. Spain

*Real decreto fijando la jornada maxima ordinaria de trabajo efectivo de los obreros de ambos sexos en la industria textil, disponiendo que la remuneración del trabajo á destajo se aumente en el tanto por ciento correspondiente á la disminucion de la jornada que este Real decreto establece, y dictando reglas para la aplicación del mismo. 24 de agosto 1913. (Boletin del Instituto de Reformas Sociales X., I., 241.)*

**Royal Decree fixing the maximum normal day of actual work for workers of both sexes in the textile industry, providing that the remuneration for piece-work shall be increased by a percentage corresponding to the diminution of hours brought about by this Royal Decree, and laying down rules for the application of the same. Dated 24th August, 1913.**

\* Text E.B. X., p. 197.

† Text E.B. II., p. 350.

‡ Text E.B. II., p. 354.

1. The maximum normal day of actual work for workers of both sexes in the textile industry shall not exceed 60 hours a week excluding Sundays and legal holidays, or 3,000 hours of work in the year.

Hours shorter than 60 hours a week fixed previously by regulations, agreement or local custom, shall not be increased to the maximum fixed by the present Decree.

2. The provisions in force respecting the work of women and minors shall, in so far as they relate to the length of the working day, remain in force where they are not contrary to the regulations contained in the present Decree, and shall be amended in so far as working hours exceeding 60 a week are allowed in the textile industry.

3. Employers shall be obliged to notify the inspectors of labour of the distribution amongst the days of the week of the 60 hours weekly of actual work allowed by the present Decree, so that the said inspectors shall have exact knowledge, at any time, of the arrangement of the hours of work in the textile industry.

4. The remuneration for piece-work shall be increased by an amount corresponding to the reduction of hours introduced by this Decree, as compared with the hours actually prevailing.

5. The inspectors of labour and the councils for social reform, within the scope of their functions and in connection with the Institute of Social Reform as laid down in the additional Section of the Industrial Courts Act, shall see that the laws regulating Sunday rest and the work of women and young persons are strictly observed, and shall settle within a term of fifteen days all proceedings for infractions of these provisions, the judicial decision of which may be pending. The same time limit shall apply for the settlement of cases which may subsequently arise.

The said inspectors and councils shall likewise take scrupulous care to see that the Act of 11th July, 1912,\* prohibiting the night-work of women in industrial occupations is observed, and shall take steps in particular, as far as necessary, to ensure that the Act which is, according to the provisions therein contained, to come into force in the textile industry on 14th January, 1914, shall be fully operative.

6. The Institute of Social Reform shall submit immediately to the Ministry of the Interior a scheme of measures considered desirable with a view to strengthening the department of labour inspection with reference to §14 of the Act of 13th March, 1900, and the Royal Decrees of 1st March, 1906,† the Royal Orders of 13th December, 1907,‡ and the Instructions of 2nd July, 1909, which relate to the Inspection Department itself and the relations of the inspectors with the local Councils of Social Reform.

The Government shall include in the estimates submitted to Parliament the necessary sums to provide for an increase in the expenditure of this department.

7. Contraventions of the present Decree shall be punishable by fines of from 50 to 2,500 pesetas, for which purpose the employers themselves shall be responsible, in the absence of proof to the contrary. Offences repeated within a term of one year shall be punished by double fines.

As soon as a notice of contravention is issued by the inspector of labour, the offender shall immediately pay the fine imposed, subject to his right of appeal.

\* Text E.B. VII., p. 398.

† Text E.B. I., p. 428, No. 2.

‡ Title E.B. III., p. 52, Nos. 3 and 4.

The civil governors after consultation with the councils of social reform, shall have jurisdiction in the matter of contraventions and of their prosecution.

Appeal may be made from the decisions of the civil governor, within a term of 30 days, to the Ministry of the Interior, who shall decide finally after consultation with the Institute of Social Reform.

The Institute of Social Reform may propose at discretion an increase not exceeding 10 per cent. in the amount of the fines.

The same shall be paid in cash and shall be deposited in the funds of the National Provident Institution or its district or provincial agencies or branches, for the benefit of the special pension fund for persons incapable of work.

8. The denunciation of infractions of the present Decree shall be a public right.

9. Within a term of two months after the publication of this Decree, regulations shall be issued in strict conformity therewith, containing all the requirements necessary to facilitate the observance of the Decree.

The said regulations shall be drawn up by the Institute of Social Reform after previous publication in the *Gaceta de Madrid*.

Until the regulations come into force all doubtful points arising in the administration of the present Decree shall be decided by the civil governors of provinces, after consultation with the local council of social reform, and, in final instance, by the Ministry of the Interior after hearing the Institute.

10. The Government shall notify Parliament of the present Decree at their next sitting.

## V. Switzerland

### (A) CONFEDERATION.

*Bundesgesetz betreffend die Ergänzung des Bundesgesetzes über die Kranken und Unfallversicherung vom 13. Juni 1911. Vom 18. Juni 1915. (Schweiz. Bundesblatt 1915, II., 671.)*

**Federal Act to supplement the Federal Act of 13th June, 1911,\* respecting insurance against sickness and accidents. Dated 18th June, 1915.**

1. Contracts having the object of insuring an employer against his liability towards his employees and workers in case of accident or industrial disease, or of insuring employees or workers against accidents, or combining these two forms of insurance, shall be hereby rescinded if the compulsory insurance against accidents is declared applicable to an undertaking which has concluded such contracts. The said contracts shall be rescinded as from the date when the declaration in question takes legal effect, but not before the date when the Swiss National Accident Insurance Fund (referred to as the National Fund) shall commence operations.

The rights accruing from accidents sustained before the contract is rescinded shall not be affected hereby.

This Section shall not affect any terms of a contract relating to persons not compulsorily insured.

2. No indemnity shall be payable to either party in respect of the rescinding of contracts.

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\* Text G.B. XI., p. 174. English translation in the *Bulletin of the Bureau of Labour*, Washington, No. 103 (August, 1912).

The insured person shall be bound to pay the premium until the contract is rescinded. Premiums paid in advance for a period falling after that date shall be repaid to the employer, who shall reimburse them to his employees and workers in so far as they were paid by them.

3. If, after the National Fund has commenced operations, an undertaking is subjected, with retrospective effect, to compulsory insurance, the employer shall inform the Fund of the existence of any contracts of insurance of the kind designated in §1, and if he is aware of any accident claims not yet closed which were covered by the said contracts.

4. Where an employer has insured his employees and workers against accidents, he shall pay to the National Fund, for the period up to the rescinding of the private insurance, only such part of the premium as corresponds to the excess of the benefits of the compulsory insurance over those of the private insurance.

5. Where an accident is sustained by an employee or worker after the compulsory insurance has come into force, the money benefit payable in pursuance of the contract of insurance shall be set off against the money benefit from the compulsory insurance, and the total benefits under the contract in case of invalidity or death against the corresponding benefits of the compulsory insurance.

When, in the case of an accident as contemplated in the preceding paragraph, any benefits remain due in pursuance of a contract of insurance to persons compulsorily insured, or their survivors, the contractual rights shall be transferred to the National Fund to the extent of the benefits legally due from the Fund.

6. If previously to the transference of rights contemplated in §5, paragraph 2, an agreement has been made in pursuance of which benefit, which is clearly inadequate, has been or is to be granted to the insured person or his survivors, the National Fund may dispute the agreement within one year, and require the benefit to be supplemented.

7. In the application of §§4 to 6 the value of capital sums in relation to that of benefit paid in the form of annuities shall be fixed according to the standards fixed by the National Fund for calculating the capital value of annuities.

8. The provisions of §§1 to 7 shall not apply to contracts of insurance concluded by an employer with a view to supplementing the benefits of the compulsory insurance.

9. §§1 to 5 shall apply by analogy to cases where persons voluntarily insured with the National Fund afterwards become subject to compulsory insurance.

10. The President of the Federal Insurance Court shall, on the proposition of the National Fund, and without hearing the debtor, declare that an application for payment of the premiums fixed under §§101 to 112 and of §63 of the Federal Act of 13th June, 1911, respecting insurance against sickness and accidents, shall be enforceable against employers :

(a) If the undertaking is declared by the proper authorities to be subject to compulsory insurance, or if such declaration is disputed by the interested parties for clearly unfounded reasons ;

(b) If the decisions made under §§102, 103 and 106, and the valuations made or facts ascertained in conformity with §§100 to 112 have been notified by registered letter to the employer or his representative, or published in the *Swiss Commercial Gazette*, if the employer or his representative have no known domicile in Switzerland.

11. The declaration rendering enforceable an application for premiums shall be regarded as a judgment having the force of law, given by a Federal authority within the meaning of §81 of the Federal Act of 11th April, 1889, respecting prosecutions for debt and bankruptcy.

12. The payment of a premium as a result of prosecution or by distraint, or paid voluntarily before or after the application has been declared enforceable shall be without prejudice to the final settlement of the amount due and the repayment of sums paid in excess. Disputes arising on this matter shall be settled in conformity with §§120 to 122 of the Federal Act respecting insurance against accidents and sickness.

13. §219 of the Act respecting prosecutions for debt and bankruptcy shall be supplemented as follows :—

“ *Second Class.*

“(c) Premiums due to the Swiss National Accident Insurance Fund in respect of compulsory insurance.”

14. The Federal Assembly shall decide the question of applying §§10 to 13 inclusive to voluntary insurance, and the voluntary insurance of third persons, in conformity with §§115 to 119, of the Act respecting insurance against sickness and accidents.

15. Section 60, first paragraph of (4), of the Federal Act respecting insurance against sickness and accidents, shall read as follows :—

“(4) In industries which produce, make use of, or store explosives, by way of trade.”

The last paragraph of §60 shall be repealed.

16. The following Sections shall be inserted after §60 of the Act respecting insurance against sickness and accident :—

“Section 60 *bis*. The Federal Council shall have power—

(1) to declare compulsory insurance to be applicable :

(a) To undertakings which produce, transform or distribute electrical power by way of trade ;

(b) To undertakings which, by way of trade, produce or make use of, in large quantities, substances which are explosive or injurious to health (§68 of the Act respecting insurance against sickness and accidents), or in which such substances are given off ;

(c) To industrial or commercial undertakings using dangerous installations or machines, and those working in direct connection with the carrying trade ;

(d) To the parts of mixed undertakings or to those which are auxiliary or accessory to the undertakings contemplated in §60 and under (a) to (c) of the present Section. If the principal undertaking is not subject to insurance, the said insurance shall only apply to accessory undertakings coming under one of the cases contemplated in §60 or under (a) to (c) above, as an exception and subject to the conditions which the Federal Council may lay down ;

(e) To works carried out on behalf of public departments or similar establishments ;

(f) To important works coming, by their nature, under the cases contemplated in §60 (3) and (4), and which are carried out by individual persons on their own account without having the characteristics of an undertaking ;

(2) To issue regulations concerning the insurance of employees and workers engaged in undertakings which are not of a permanent nature, or where the work carried on in the insured undertaking only forms



one part of their occupation. In this case the insurance may be limited to industrial accidents :

(3) To determine when and in what measure a decision subjecting an undertaking to compulsory insurance shall have retrospective effect. A decision may be held to be retrospective in effect also as regards undertakings subject to the Federal Factory Act ;

(4) To fix the conditions under which and the extent to which an employer shall be responsible for the premiums due by another employer to whom he sub-contracts work ;

(5) To issue special regulations respecting the expiry and enforcing of insurance claims ;

(6) To lay down, in administrative orders, fines not exceeding 500 frs. for contraventions of the provisions of the Act respecting insurance against sickness and accidents, of the present Act and of administrative orders, without prejudice to the penal provisions of the first of the above Acts.

“ Section 60 *ter*. The Federal Council, in the regulations respecting the administration of §§60 and 60 *bis*, shall designate exactly the classes of undertaking or works of which the employees and workers shall be compulsorily insured. The line of distinction between insured undertakings and parts of undertakings and those not insured shall be defined in the said regulations.

“ The Federal Council shall determine the procedure to be followed in subjecting undertakings to compulsory insurance, and as regards appeals arising from decisions on this matter. The Council itself shall act as final court of appeal.

“ The judge shall be bound by the regulations of general application issued by the Federal Council and by decisions having the force of law, concerning the subjecting of certain undertakings to compulsory insurance.”

17. Section 128 of the Act respecting insurance against sickness and accidents shall read as follows :—

“ Section 128. All provisions contained in Federal or cantonal laws and orders inconsistent with the present Act shall be repeated and in particular :

(1) The Federal Act of 25th June, 1881, respecting the civil liability of manufacturers and the Federal Act of 26th April, 1887, to extend civil liability ;

(2) The provisions of the Federal Act of 24th June, 1902, respecting electric installations, with weak and strong currents, relating to the liability of the proprietor of the undertakings, in so far as they concern his relations with his compulsorily insured employees and workmen ;

(3) The provisions of the Federal Act of 28th March, 1905, respecting the civil liability of railway, steamboat and postal undertakings, as well as §95 of the Federal Act of 5th April, 1910, respecting the Swiss Postal Service, in so far as they deal with the civil liability incumbent upon such undertakings, by reason of accidents arising in their service sustained by their employees and workers, and also by the compulsorily insured workers and employees of other undertakings engaged in the construction of railways ;

(4) The provisions of §13 of the Federal Act of 19th December, 1874, concerning the legal position of lines connecting the Swiss railways to industrial establishments, in so far as they deal with the civil

liability of industrial establishments towards their compulsorily insured workers and employees."

18. The Federal Council is charged with the execution of the present Act, and shall issue the necessary orders.

## (B) CANTONS.

### I. LUCERNE.

*Gesetz betr. die öffentlichen Ruhetage.* Vom 26. November, 1913.

**Act respecting the public days of rest.** Dated 26th November, 1913.

#### [EXTRACT.]

1 The following days shall be public days of rest :—

(a) all Sundays ;

(b) in addition : New Year's Day, Good Friday, Ascension Day, Corpus Christi, Assumption, All Saints' Day, the Immaculate Conception, and Christmas Day, as well as the festival of the patron saint of the ecclesiastical parish concerned.

2. The days named in §1 (a) and (b), with the exceptions of the festivals of patron saints, shall be held also to be legal holidays within the meaning of the Federal Act respecting work in Factories and of the transport regulations for Swiss railway and steamship undertakings.

3. [Prohibition of disturbing noises, etc.]

4. On public days of rest it shall not be lawful :

(a) to carry on any employment or occupation which causes noise or other disturbance ;

(b) to employ employees, workers, assistants, and apprentices in industrial and commercial undertakings, and in trade, handicrafts, and agriculture, with the exception of the staff necessary to serve customers during the time when places of sale may be open (§§5, 7 and 8) ;

(c) for officials, employees, assistants and apprentices to be occupied in public and private offices.

The State Council and the communal councils shall have the right to permit public offices to be opened for from 1 to 2 hours ;

(d) for employers to pay wages to employees and workers ;

(e) to hold auctions, to deliver, supply and hawk goods ;

(f) to hunt.

It shall be lawful for the occupiers of businesses which cease work entirely on Jewish festivals to employ their Jewish employees for a period not exceeding three hours in premises closed to the public.

5. It shall not be lawful to open places of sale (shops, stores, warehouses, etc.) and to serve customers therein on public days of rest.

The communal councils shall have the right to allow the following exceptions to this rule :

In the Town of Lucerne the Town Council may, in the months of July, August and December, allow places of sale to be open and customers to be served from 10.30 a.m. until 7 o'clock in the evening.

The communal councils of rural communes shall have the right to allow shops to be open and customers to be served for two hours in the morning, according to the needs of the different communes. These hours shall not coincide with the time of the principal religious service in the communes concerned. In the month of December and on Church dedication days, the opening of shops and serving of customers may be allowed up to 7 p.m.

No exceptions shall be allowed either in the Town of Lucerne or in the rural communes for Easter Day, Whitsunday, the federal Day of Prayer, All Saints' Day, and Christmas Day.

6. Goods may be exhibited in places of sale and shops.

7. The provisions of §§4 (b) and (c) and 5 shall not apply :

(a) to chemists' shops. Notwithstanding in communes in which there are several chemists' shops, the necessary number shall be opened, in regular rotation. The communal authorities shall issue more detailed provisions in this matter ;

(b) to work in agriculture and gardening, in so far as daily requirements or natural occurrences and the weather make this necessary ;

(c) to industries in which, from their nature, uninterrupted work is necessary ;

(d) to the necessary work of servants in houses ;

(e) to museums and public collections. Special provisions shall be issued by the State Council as regards theatres, concerts and exhibitions.

On Good Friday, Easter Day, Whitsunday, the Federal Day of Prayer, All Saints' Day, and Christmas Day, cinematographs shall not be opened at all, and on the other public days of rest not before 2 p.m.

(f) to the sale of newspapers and literature for travellers at railway stations ;

(g) to the carrying out of urgent repairs to automobiles, bicycles, and other vehicles ;

(h) to work in connection with undertakers' businesses ;

(i) in emergencies.

8. The following provisions shall apply to particular businesses :

(a) butchers' shops shall be closed the whole of Easter Day, Whitsunday, All Saints' Day, Christmas, and the federal Day of Prayer. On the other public days of rest such shops may be opened up to 9 a.m. and from 6 to 7 o'clock in the evening in the period from October to March, inclusive, and from 6 to 8 o'clock in the evening in the period from April to September inclusive.

Work may be carried on while the shop is closed up to 11 a.m. and the delivery of goods until 12 noon.

Slaughter-houses shall be closed the whole day from 8.30 a.m.

(b) Bakehouses and confectionery businesses shall be closed on Easter Day, Whitsunday, the federal Day of Prayer, All Saints' Day and Christmas Day from 9 to 11 a.m. and from 2 to 5 p.m. ; on the other public days of rest they may remain open the whole day.

Goods shall not be delivered in the afternoon from 1 to 6 o'clock.

(c) Milk and vegetable businesses may be kept open up to 9 a.m. and in the evening from 5 to 8 o'clock.

(d) Provision businesses (Traiteur-, Comestibles-, und Delikatessengeschäfte) shall be subject to the same rules as butchers' shops, as regards the opening of their places of sale.

Industrial work and the supply and delivery of goods shall be permitted in these businesses in the period from April to September up to 11 a.m. and in the afternoons from 5 to 8 o'clock, and in the period from October to March up to 9 a.m.

(e) Flower businesses, dealing especially in fresh flowers, may be opened up to 2 p.m., excluding the time of the principal religious service.

(f) Cigar businesses (specialised businesses for the sale of cigars and tobacco) may be opened up to 2 p.m., excluding the time of the principal religious service.

(g) Hairdressers' businesses shall be closed in the Town of Lucerne at 11 a.m. and in the country at 1 p.m. on Easter Day, Whitsunday, the federal Day of Prayer, All Saints' Day, and Christmas Day, hairdressers' businesses shall be kept shut the whole day, both in the Town of Lucerne and in rural communes.

Necessary work, outside workplaces, in connection with theatrical productions, the functions of associations with performances, costume processions, etc., is permitted on public days of rest, during the whole day.

Employees shall not be employed on work in private houses (outside the usual workplaces).

(h) In photographic businesses, work may be carried on from 10.30 a.m. till 4 p.m.; notwithstanding, on Easter Day, Whitsunday, the federal Day of Prayer, All Saints' Day and Christmas Day they shall remain closed the whole day.

(i) Furriers may keep their shops open on Sundays in the month of October, November and December, until Christmas, from 2 to 8 o'clock in the afternoon.

9. The communes shall have power to regulate the hours of rest in the occupations of porters, cab drivers, persons hiring out automobiles, bicycles and boats and other trades concerned with traffic, and also for bathing establishments, the sale of newspapers, picture postcards, flowers, cakes, fruit and non-alcoholic drinks in the places of sale designated by the local police.

The places of sale named above shall be closed at 8 p.m.

10. The exceptions provided for in §8 (a) to (f) inclusive shall only apply to businesses which trade exclusively in the articles in question.

11. In the country, public-houses shall be shut for one and a half hours on the morning of Sundays and holidays throughout the year. The communal council shall fix the hours of closing, which shall coincide with those of the principal religious service.

In the Town of Lucerne, public-houses shall be closed up to 10 a.m. during the period from November to February inclusive; during the remaining months the public-house business shall not be subject to any limitation.

In communes with a large number of foreign visitors, the State Council may allow the same arrangements as regards the closing of public-houses on Sundays and holidays, as obtains for the Town of Lucerne.

The preceding provisions shall not apply to :

(a) Restaurants at railway stations and on steamers ;

(b) The restaurants of hotels [§10 (a) of the Act of the 16th February, 1910, respecting hotels and public-houses] which are not open to the general public, but intended only for the hotel residents ;

(c) the rooms in all public-houses in which associations hold their sittings or where meetings are held, without refreshments.

The provisions of the Act respecting hotels and public-houses shall apply to the employment of employees in public-houses.

12. Breweries or beer depots shall be permitted to deliver beer only for public-houses and only until 12 noon.

13. The persons concerned shall be given a free afternoon on a weekday in the preceding or following week, without any deduction from wages, as compensation for work done on public days of rest, in so far as this lasts more than three hours.

At the time of the annual closing of accounts and stocktakings, this substituted rest may be given in the three preceding or following weeks, instead of the preceding or following week.

Persons regularly employed on public days of rest shall, in addition, be given a complete holiday on every third Sunday.

Employees in hairdressers' businesses may be given a holiday on a week-day instead of a Sunday.

The preceding provisions shall not apply to businesses where the conditions of work are regulated by collective agreements, or to bakehouses and confectionery businesses.

14. Domestic servants and agricultural workers shall have the right to four hours leisure every second Sunday.

15. In cases of urgency (annual closing of accounts, necessary repairs, etc.), permission to work, as an exceptional measure, may be given by the magistracy for one day of rest and by the police department for several days.

16. In extraordinary circumstances causing a press of business (festivals, exhibitions and such-like) the State Council may allow exceptions to the provisions of this Act to be applied temporarily.

17. Contraventions of this Act shall be punished by fines of from 5 to 100 frcs.

18. This Act shall not affect Decrees issued by the Confederation for undertakings subject to the Factory Act and transport undertakings licensed or managed by the Confederation.

19. All provisions contrary to this Act are repealed.

20. The present Act shall be communicated to the State Council for notification and also, subject to an eventual referendum, for administration, and the original copy of the same shall be deposited in the State archives.

## 2. VAUD.

1. *Loi sur les conseils de prud'hommes.* Du 24 août 1911.

**Act respecting Industrial Courts.** 24th August, 1911.

2. *Loi sur l'apprentissage.* Du 22 novembre 1911.

**Act respecting apprenticeship.** 22nd November, 1911.

### [EXTRACT.]

[Chap. I : General provisions. Definition of trade apprenticeship (§§1-4). Chap. II.: Contracts of apprenticeship (§§5-8). Chap. III.: Duties of masters (§§9-17).]

13. The duration of the working day shall not exceed 10 hours, including the necessary time for attending religious, primary, continuation, or trade classes (§9).

Work must be interrupted in the middle of the day by a break of at least 1½ hours.

Apprentices shall not be employed at night or on Sundays.

Any work performed between between 8 p.m. and 5 a.m. shall be held to be night-work.

This Section shall not affect the provisions of §24.

14. The Apprenticeship Commission may allow temporary deviations from the provisions of §13 provided that the overtime is counterbalanced by compensatory periods of rest allowed at suitable intervals.

The cantonal Advisory Council for Apprenticeship may allow deviations from the provisions of §13, during the whole term of the contract for branches of trade the special circumstances of which render this necessary.

[Chap. IV. : Duties of apprentices (§§18-24).]

24. The apprentice shall place himself at the disposal of his master for putting the work-rooms and working appliances into order, and making them ready for work.

The latter processes must be performed outside the daily hours of work, but must not require more than one hour a day, and must immediately precede or follow the working hours.

[Chap. V. : Inspection of apprenticeship (§§25-28). Chap. VI. : Apprentices' examinations and the promotion of apprenticeship (§§29-34). Chap. VII. : Civil disputes (§§35-38). Chap. VIII. : (§39). Chap. IX. : (§40).]

3. *Règlement d'application de la loi du 22 novembre 1911, sur l'apprentissage.*  
Du 29 décembre 1911.

**Administrative Order in pursuance of the Act of 22nd November, 1911, \*respecting apprenticeship. 29th December, 1911.**

[EXTRACT.]

#### CHAP. I. DEVIATIONS FROM THE LEGAL PROVISIONS RESPECTING THE HOURS OF WORK OF APPRENTICES.

1. The following trades shall be exempt from the provisions regulating the hours of work of apprentices contained in §13 of the Act of 22nd November, 1911\*, respecting apprenticeship.

Bakers of bread and cakes, confectioners, butchers, sausage-makers, tripe-sellers, milk dealers, the owners of hotels, restaurants, and coffee-houses, cooks, gardeners, horticulturists, hairdressers, photographers.

Notwithstanding, the apprentices in the aforesaid trades shall be allowed :

(a) the necessary time to attend religious, primary, continuation and trade classes ;

(b) an uninterrupted period of eight hours' rest every night.

(c) at least one free Sunday in every three and at least one half-holiday if the apprentice is employed on Sunday afternoon.

2. In workplaces and shops where the workers and employees usually work 11 hours, apprentices over 16 years of age may be employed for the same number of hours.

3. If the midday break for workers and employees amounts to one hour the midday break for an apprentice may be reduced to the same amount, if he takes his meals in the vicinity.

4. The Apprenticeship Commissions may allow temporary deviations from the provisions contained in §13 of the Act.

The Cantonal Advisory Council for Apprenticeship shall grant those deviations which are to relate to the whole term of the contract.

5. At the request of the Inspecting Authority every master whose trade is included in the exceptions contained in these regulations shall submit the table of hours worked by his apprentices to the said authority.

\* Extract E.B. X., p. 221, No. 2.

## 3. NEUCHÂTEL.

1. *Loi sur le repos hebdomadaire.* Du 24 novembre 1910.

**Act respecting the weekly day of rest.** 24th November, 1910.

2. *Décret modifiant les articles 9, 10, et 13 dernier alinéa, de la loi sur le repos hebdomadaire.* Du 21 novembre 1912\*.

**Decree to amend §§9, 10, and 13, last paragraph, of the Act respecting the weekly day of rest.** 21st November, 1912.\*

## CHAP. I. GENERAL PROVISIONS.

1. Sunday shall be the weekly day of rest.

2. Subject to the exceptions provided for in the following chapter, the classes of work here following shall not be carried on on Sundays :—

(a) In the open-air : earth-works, excavations, building operations of all kinds, demolition work, the loading, unloading and transport of building rubbish, building materials and fuel and all other work in the open-air which involves noise ;

(b) In closed rooms : all work in closed rooms which involves noise, and work in which workers or employees are employed, even when it involves no noise.

3. Shops shall likewise be closed on Sundays, subject to the exceptions provided for in the following chapter.

4. The unpacking and hawking of goods and auctions shall not be carried on on Sundays.

5. The sale of distilled alcoholic drinks in the street is prohibited the whole day on Sunday, both in public establishments and all other rooms and shops.

## CHAP. II. WORK PERMITTED ON THE WEEKLY DAY OF REST.

(A) *In Commerce and Industry.*

6. Subject to the provisions of §23, workers and employees may be employed on Sundays in the undertakings and businesses mentioned in the following Sections.

7. The prohibition of work on Sundays shall not apply to transport undertakings, whether public or private, nor to the conveyance of luggage.

Provisions may be delivered at houses during the hours when shops are open. They shall only be delivered at other hours of the day in exceptional circumstances.

8. The following businesses may remain open the whole day on Sunday :

(1) hotels, cafés, restaurants, public-houses, station buffets and clubs ;

(2) bakers', pastry-cooks', and confectioners' shops, but only for the sale of bread, pastry and confectionery ;

(3) shops and kiosks devoted exclusively to the sale of fruit, fresh flowers and non-alcoholic drinks ;

(4) chemists' shops :

Notwithstanding, in localities where there are several chemists' shops, the communal council shall arrange a system of rotation amongst them, so as to leave open only the requisite number ;

\* The text here given is that of the Principal Act of 1910, as amended by the Act of 1912 ; the amendments are printed in italics.

(5) station bookstalls.

The list of shops allowed to benefit by the exceptions provided under (2) and (3) of the present Section shall be drawn up each year by the prefecture.

9. The following businesses may remain open on Sundays up to *midday* and in the evening from 6 to 8 o'clock :—

- (1) milk businesses and creameries ;
- (2) grocers' shops and shops for the sale of articles of consumption and vegetables ;
- (3) shops devoted especially to the sale of cigars and tobacco ;
- (4) permanent kiosks, not devoted exclusively to the sale of fruit, fresh flowers and non-alcoholic drinks ;
- (5) newspaper kiosks and shops especially devoted to the sale of newspapers.

Grocers' shops situated on the extreme frontier, a list of which shall be drawn up every year by the prefecture, may be opened from *11 o'clock in the morning*.

10. The following businesses may remain open on Sundays up to *11 o'clock in the morning* :—

Hairdressers' shops.

11. The following businesses may remain open from 10 a.m. to 4 p.m.

Photographers' studios.

12. The communal councils shall have power to allow or prohibit, on the weekly days of rest, the sale of newspapers, picture postcards, flowers, bread and confectionery, fruit and refreshments, in streets and public places.

13. The prefecture may allow shops to be opened and their staff to be employed on Sundays, in extraordinary circumstances.

They may likewise allow the work necessary for urgent repairs.

In addition, shops may remain open on the *last three Sundays of the year* and on 1st January, when *that day falls* on a Saturday.

14. The benefits of the exceptions provided for in §§8 (2) and (3) and 9, shall extend only to those shops where the goods there mentioned form the principal part of their sales.

Disputes as regards the interpretation of this Section shall be settled finally by the State Council.

15. Bakers and confectioners may employ their workers on Sundays :—

- (a) in bakehouse work up to 8 a.m. ;
- (b) in making confectionery up to 12 noon.

16. The proprietor of a horticultural establishment may employ one worker on Sunday.

17. In case of urgency, work on public roads and waterways may be authorised by the Chief of the Department of Public Works, either in the public interest or in interests of a private nature.

Within the limits of the Federal Factory Act, the Chief of the Department of Industry and Agriculture may allow work in the industries subject to that Act.

18. Work may be performed if rendered necessary by reason of an accident or to obviate danger or serious damage.

19. The provisions of the present Act shall not apply :—

- (1) to hospitals, hostels, clinics, asylums, dispensaries, sanatoria and bathing establishments ;
- (2) to work in connection with the public administration ;
- (3) to the work of clockmakers having the duty of regulating clocks and watches.



Notwithstanding persons working in the establishments named under (1) or employed on such work, shall have the right to a period of rest during the week, equivalent to the duration of the work performed on Sunday.

20. These provisions shall not affect those of the Federal Legislation, in particular the Acts regulating work in factories and the working of transport and traffic undertakings.

21. The State Council shall restrict or suspend the permission given by §§8 to 11, 15 and 16 to open shops and employ the staff, in any locality where a majority representing three-quarters of the tradesmen concerned in the same branch of trade make a request to that effect and such request is supported by the communal council.

#### (B) *In Agriculture.*

22. The prohibition of work on the weekly day of rest shall not apply to :

(a) the care of domestic animals and urgent work necessary to preserve stock ;

(b) to absolutely indispensable work in dairies and cheese-making businesses ;

(c) to gardening work and the bringing in of crops.

### CHAP. III. PERIOD OF REST FOR WORKERS, EMPLOYEES, APPRENTICES, AND DOMESTIC SERVANTS.

23. The workers and employees who have been employed in pursuance of §§7, 8, 9, 11 and 16, shall have one day of rest every week, including at least one Sunday in three.

This Section shall not affect the provisions of the federal legislation respecting the employees of public transport undertakings.

Persons who have worked in pursuance of §§10 and 15, shall be allowed a compensatory half-holiday during the week.

24. Domestic servants shall have the right to four consecutive hours' rest on the weekly day of rest.

Notwithstanding, in exceptional circumstances, these hours of rest may be replaced by an equivalent period of rest during the week.

25. No deduction shall be made from wages or salaries in respect of the periods of rest granted in this Act.

26. The supervision of the periods of rest granted to workers and employees shall rest with the prefecture, to whom each employer shall submit, on request, the scheme of periods of rest granted.

27. The weekly rest of apprentices shall be regulated by the Act respecting the protection of apprentices.

The weekly rest of women workers shall be regulated by the Act respecting the protection of women workers, and the regulations in pursuance of the said Act.

### CHAP. IV. PENALTIES.

28. Contraventions of the present Act shall be punishable by fines not exceeding 20 frcs.

A contravention repeated within 12 months shall be punishable by a fine of from 20 to 100 frcs. or by civil imprisonment for a term not exceeding eight days.

The penalty shall be incurred even when the employee shall have renounced the rest guaranteed by the Act.

## CHAP. V. FINAL PROVISIONS.

29. The cantonal and communal authorities shall have the special duty of notifying contraventions of the present Act.

30. All legislative or administrative provisions contrary to the present Act especially the Decree respecting the observance of Sunday and Festivals in the Protestant parts of the Commune of Enges, dated 7th June, 1854, the Decree of 27th April, 1860, and §17 of the Act respecting the protection of women workers, dated 26th April, 1901\*, shall stand repealed.

31. The State Council shall have power, after the referendum, to promulgate and enforce the present Act.

3. *Règlement concernant la surveillance des apprentis de commerce et leurs examens de fin d'apprentissage. Du 25 février 1913.*

**Regulations respecting the supervision of commercial apprentices and their examinations at the conclusion of their apprenticeship. Dated 25th February, 1913.**

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\* Text G.B. I., p. 60.

# War Measures in regard to Labour Legislation

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## I. Austria

1. *Kaiserliche Verordnung über die Fortzahlung der nach den Gesetze vom 26. Dezember 1912, R.G.Bl. Nr. 237, entfallenden Unterhaltsbeiträge und über die Gewährung staatlicher Unterstützungen für invalid gewordene Mannschaftspersonen.* Vom 12. Juni 1915. (Reichsgesetzblatt 1915, S. 276.)

Imperial Order respecting the continuation of the maintenance allowances suspended in accordance with the Act of 26th December, 1912 (R.G.Bl., No. 237), and respecting the granting of State benefits for invalided members of the forces, and their dependants, and for the survivors of such persons. Dated 12th June, 1915.

1. In cases where maintenance allowances payable in accordance with the Act of 26th December, 1912 (R.G.Bl., No. 237), would be suspended on account of the removal from active service of the person called up, or on account of the expiring of the time limit named in §6 of the said Act, the Government shall be empowered—without prejudice to the remaining legal conditions—to require by Order that the payment of such allowances shall be continued wholly or to a reduced amount.

2. The Government may, by Order, fix the State benefits in cases where a maintenance allowance is not continued as contemplated in §1 for members of the forces, being of Austrian nationality, who have been invalided as a result of the present war, for the dependants of such persons, and for survivors of members of the forces of Austrian nationality, who are killed or missing, or who die.

The benefits shall be granted only where the need is proved, and from the day when the legal allowances cease, and if no such allowances are in question, from the first day of the month following the death of the man.

3. The grants contemplated in §§1 and 2 shall only be made for the duration of the present war, and for six months after its conclusion, and in so far as no fresh legal regulations making provision for military persons are adopted at an earlier date.

4. This Imperial Order shall come into force on the day of its notification. The Ministers concerned are entrusted with its enforcement.

- 2.** *Verordnung des Ministeriums für Landesverteidigung im Einvernehmen mit dem Finanzministerium und im Einverständnisse mit dem Kriegsministerium mit der die Fortzahlung der nach dem Gesetze vom 26. Dezember 1912, R.G.Bl. Nr. 237, entfallenden Unterhaltsbeiträge verfügt wird und staatliche Unterstützungen für invalid gewordene Mannschaftspersonen festgesetzt werden.* Vom 12. Juni 1915. (Reichsgesetzblatt 1915, S. 276.)

Order of the Ministry of National Defence in agreement with the Ministry of Finance, and with the approval of the Ministry of War, containing instructions for the continuance of the maintenance allowances suspended in accordance with the Act of 26th December, 1912 (R.G.Bl., No. 237), and fixing the State benefits for invalided members of the forces, and their dependants, and for the survivors of such persons. Dated 12th June, 1915.

1. In pursuance of §1 of the Imperial Order of 12th June, 1915 (R.G.Bl. 161), the maintenance allowances shall be continued to their full legal amount in the cases, and subject to the conditions, therein contemplated.

2. In execution of §2 of the said Imperial Order, the State benefits there contemplated, which, regardless of suspended legal allowances, shall be paid out in advance in monthly instalments, shall be fixed at the following annual amounts :—

**A.—For incapacitated persons.**

(1) 60 Kr. if the earning capacity in the former occupation is reduced by at least 20 per cent. but less than 50 per cent. ;

(2) 120 Kr. if the earning capacity in the former occupation is reduced by from 50 to 100 per cent. ;

(3) 180 Kr. if the incapacity is total.

**B.—For the dependants of incapacitated persons.**

(1) 60 Kr. for the wife of a person receiving benefit himself under A. (1), (2), or (3) ;

(2) 36 Kr. for the legitimate or illegitimate child of a person receiving benefit himself under A. (1) or (2), and 60 Kr. if he is receiving benefit under A. (3) ;

(3) 60 Kr. each for the lawful father and grandfather, the lawful or unlawful mother and grandmother, and the lawful father of the unlawful mother, of a person receiving benefit himself under A. (1), (2), or (3), provided that the total amount of the benefits paid to these dependants shall not exceed 120 Kr.

**C.—For the survivors of persons who have been killed or died.**

(1) 120 Kr. for the widow ;

(2) 12 Kr. for each legitimate or illegitimate fatherless orphan ;

(3) 36 Kr. for a legitimate or illegitimate orphan, having lost both parents, if there is only one such orphan ; 30 Kr. each, if there are two ; 24 Kr. each, if there are three ; and 18 Kr. each if there are four or more of such orphans ;

(4) 60 Kr. for each illegitimate orphan, if there is a widow entitled to draw a widow's pension as well as benefit under C. (1) ;

(5) 108 Kr. for an illegitimate orphan maintained by the deceased, and not coming under C. (4), if there is only one such orphan ; 102 Kr. each, if there are two ; 96 Kr. each, if there are three ; 90 Kr. each, if there are four or more such orphans ;

(6) 60 Kr. each for the lawful father and grandfather, the lawful or unlawful mother or grandmother, and for the lawful father of the unlawful mother, provided that the total amounts of the benefits of these survivors shall not exceed 120 Kr. For this purpose the parents shall be considered in the first place, the grandparents in the second place, and so on, according to the generation.

The normal age to which the benefits shall be paid, shall be 16 years in the case of boys and 14 in the case of girls.

The dependants of missing persons shall be treated like those of persons who have been killed or died.

3. In the case of persons totally incapacitated, the benefit fixed in §2 A. and B. may, as an exception, be assessed at higher amounts, if this is necessary to secure the maintenance of the incapacitated person.

The annual amount of the benefits shall not, however, together with the invalidity pension, exceed 600 Kr. altogether.

4. The aforesaid benefits shall only be granted on application being made, and in case of proved necessity.

In the case of dependants or survivors—with the exception of orphans who have a claim to an education grant, under the Military Provision Act—the granting of the benefit shall, in addition, be subject to the condition that such persons received essential support, or were at least regularly assisted by the person who has been incapacitated, or killed, or who has died, or is missing, before his enlistment.

Applications for benefits shall be made in writing or orally, to the President of the commune of residence, or to the Imperial representative authority.

5. The incapacitated person shall be entitled to draw the benefit also for his wife and his legitimate or illegitimate children, as well as for his parents and grandparents; the widow shall be likewise entitled to draw the benefit of legitimate orphans, and for illegitimate orphans living with her, and the father and grandfather shall be entitled to draw the benefit of their respective wives.

In the other cases, the persons to whom the benefit is awarded under §2 shall be themselves entitled to draw the benefit.

6. This Order shall come into force on the day of its notification.

## II. German Empire\*

1. *Bekanntmachung einer Aenderung der Bekanntmachung über das Ausmahlen von Brotgetreide vom 5. Januar 1915 (R.G.Bl., S. 3). Vom 29. April 1915. (R.G.Bl., S. 268.)*

Notification of an amendment of the Notification respecting the grinding out of bread cereals, dated 5th January, 1915. (R.G.Bl., p. 3.) 29th April, 1915.

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\* See Die Kriegs-Notgesetze. Sammlung der wichtigeren Gesetze, Verordnungen und Erlasse für das Reich und Preussen. 6. und 7. Heft, Mai und Juni 1915; Carl Heymanns Verlag, Berlin.

2. *Bekanntmachung über das Ausserkrafttreten der Bekanntmachung über die Sicherstellung von Fleischvorräten vom 25. Januar 1915 (R.G.Bl., S. 45) und der Bekanntmachung betr. Aenderung der Bekanntmachung über die Sicherstellung von Fleischvorräten vom 25. Februar 1915 (R.G.Bl., S. 109). Vom 6. Mai 1915. (R.G.Bl., S. 271.)*

Notification respecting the putting out of operation of the Notification respecting the safeguarding of the meat supplies, dated 27th January, 1915 (R.G.Bl., p. 45), and the Notification to amend the Notification respecting the safeguarding of the meat supplies, dated 25th January, 1915. (R.G.Bl., p. 109). 6th May, 1915.

3. *Bestimmungen des Bundesrats über die Verwendung eines Teiles der durch den zweiten Nachtragsetat für 1914 bereitgestellten Reichsmittel für Zwecke der sozialen Kriegsinvalidenfürsorge. Vom 4. Juni 1915. (Zentral-Blatt für das Deutsche Reich, S. 159.)*

Notification of the Federal Council respecting the utilisation of part of the State funds for the purposes of war invalidity benefit, for which provision was made in the second supplementary estimates for 1914. 4th June, 1915.

I. One part, amounting to 5 million marks, of the 200 million marks, designated in the explanatory notes on the second supplement to the Imperial Home Estimates for the year 1914, shall be appropriated.

II. The following provisions shall apply to the application of this amount, instead of the principles of 18th December, 1914 (see Zentralbl. für das Deutsche Reich, p. 619) :

(1) The amount in question shall be divided amongst the Federal States on the basis of their quotas (matrikular beiträge).

(2) Its further distribution shall rest with the Central Authorities of the States.

(3) The State funds shall not be used for the relief of other persons upon whom a public liability is laid.

(4) The State funds shall be devoted to facilitating the making of provision for invalidity due to the war, and to promoting the equalisation of the economic disadvantages caused by injuries due to the war, especially by means of vocational advice, trade training and employment bureaux. In exceptional cases the State funds may be applied to assist even in cases where further curative treatment proves to be necessary after the conclusion of the military treatment.

(5) In the first month of every quarter, and for the first time in July, 1915, the Central Authorities of the States shall transmit to the Imperial Chancellor (Imperial Treasury) a summary of the amounts paid out during the preceding quarter and their application. In the case of difference of opinion on the admissibility of any items of expenditure, the Federal Council shall decide.

4. *Bekanntmachung über der Verkauf von Fleisch und Fettwaren durch die Gemeinden. Vom 24. Juni 1915. (R.G.Bl., S. 352.)*

Notification respecting the sale of meat or fat preparations by the Communes. 24th June, 1915.

1. Communes having acquired meat or fat preparations in the interests of the public may :

(1) prohibit or limit the re-sale or delivery of meat or fat preparations circulated by them after the coming into force of this Order ;

(2) fix the prices, in so far as re-sale is permitted.

2. Any person contravening orders issued in pursuance of §1, or exceeding, as seller, the prices fixed in accordance with §1 (2), shall be punishable by imprisonment for a term not exceeding six months, or by a fine not exceeding 1,500M.

3. The Central Authorities of the States shall issue regulations for the administration of this Order.

4. This Order shall come into force on the day of its notification. The Imperial Chancellor shall determine the date on which it shall cease to apply.

**5. *Bekanntmachung über den Aushang von Preisen in Verkaufsräumen des Kleinhandels.* Vom 24. Juni 1915. (R.G.Bl., S. 353.)**

Notification respecting the posting up of prices in the sale rooms of retail shops. 24th June, 1915.

1. The provisions of §§73 and 74 of the Imperial Industrial Code shall be extended to sellers who offer for retail sale articles of daily need, especially food and fodder of all kinds, and also raw natural produce, heating and lighting substances.

2. Any person contravening Orders issued in pursuance of §1, or, as sellers, exceeding the prices named in the price-list shall be punishable by a fine not exceeding 150M. and, in default, by detention for a term not exceeding four weeks.

3. The Central Authorities of the States shall issue regulations for the administration of this Order.

4. This Order shall come into force on the day of its notification. The Imperial Chancellor shall determine the date on which it shall cease to apply.

**6. *Bekanntmachung über den Verkehr mit Brotgetreide und Mehl aus dem Erntejahr 1915.* Vom 28. Juni 1915. (R.G.Bl., S. 363.)**

Notification respecting the trade in bread cereals and flour from the harvest of 1915. 28th June, 1915.

[I., Seizure ; II., Imperial Grain Centre ; III., Economising of bread cereals ; IV., Grinding out and the sale of flour ; V., Regulations for use ; VI., Administrative provisions ; VII., Transitory and final provisions.]

**7. *Bekanntmachung über das Ausmahlen von Brotgetreide.* Vom 28. Juni 1915. (R.G.Bl., S. 379.)**

Notification respecting the grinding out of bread cereals. 28th June, 1915.

**8. *Bekanntmachung über das Ausserkrafttreten von Vorschriften der Bundesratsverordnung über die Regelung des Verkehrs mit Brotgetreide und Mehl, vom 25. Januar 1915 (R.G.Bl., S. 35).* Vom 10. Juli 1915. (R.G.Bl., S. 425.)**

Notification respecting the putting out of operation of provisions of the Federal Council's Order of 25th January, 1915, regulating the trade in bread cereals and flour from the harvest of 1915. 10th July, 1915.

9. *Bekanntmachung über das Inkrafttreten von Vorschriften der Bundesratsverordnung über den Verkehr mit Brotgetreide und Mehl aus dem Erntejahr 1915, vom 28. Juni 1915. (R.G.Bl., S. 363.) Vom 10 Juli 1915. (R.G.Bl., S. 426.)*

Notification respecting the coming into force of provisions of the Federal Council's Order of 28th June, 1915, respecting the trade in bread cereals and flour from the harvest of 1915. 10th July, 1915.

10. *Bekanntmachung gegen übermässige Preisssteigerung. Vom 23. Juli 1915. (R.G.Bl., S. 467.)*

Notification against excessive rises in prices. 23rd July, 1915.

1. If articles of daily need, especially food and fodder of all kinds, as well as raw natural produce, heating and lighting substances, which are produced by their owners for the purposes of sale, are withheld, the Central Authority of the State on the Authority designated by them, may order their goods to be transferred to a person to be designated in the order.

The order shall be addressed to the possessor of the articles; the goods shall be transferred as soon as the order reaches the possessor. . . .

5. The following persons shall be punishable by imprisonment for a term not exceeding one year, and by fines not exceeding 10,000M., or by one of these penalties:

(1) Any person who demands for articles of daily need, especially food and fodder of all kinds, raw natural produce, heating and lighting substances, and for war requisites, prices which, in view of the general circumstances, especially the state of the market, involve an excessive profit, or who causes another person to allow or promise such prices;

(2) any person who, in order to procure an excessive profit by their sale, retains articles of a kind contemplated under (1), having been produced or acquired by him for the purpose of sale;

(3) any person who, in order to inflate the price of articles of a kind contemplated under (1), destroys stores, restricts their production or the trade in them, or enters upon other sordid transactions;

(4) any person who takes part in an arrangement or agreement having for object an action of the kind contemplated under (1) to (3);

In addition to the penalty, the stores to which the punishable action relates may be confiscated, regardless of whether or not they belong to the convicted person. In addition, the publication of the conviction at the expense of the guilty party may be ordered.

6. This Order shall come into force on the day of its notification. The Imperial Chancellor shall determine the date on which it shall cease to apply.

11. *Bekanntmachung, betreffend die Einschränkung der Arbeitszeit in Spinnereien, Webereien und Wirkereien. Vom 12. August, 1915. (R.G.Bl., S. 495.)*

Notification respecting the limitation of hours of work in spinning, weaving and hosiery mills. Dated 12th August, 1915.

1. In industrial undertakings where spun, woven and knitted goods are made from cotton, wool, artificial wool, flax, jute or hemp, the workers shall not be employed on more than five days in the week. The daily hours of work shall not be extended beyond the average duration usual in June, 1915. In no case shall they exceed 10 hours, exclusive of breaks.



The central authorities of the States shall have power to order a further limitation of working days and hours of work.

2. The central authorities of the States or the authorities designated by them may, upon request, allow exemptions which are necessary in the public interest.

3. Manufacturers who contravene the provisions of this Order or the Orders issued by the central authorities of the States, in pursuance of §1, paragraph 2, shall be punished by fines not exceeding 1,500 M. or by imprisonment for a term not exceeding three months.

4. This Order shall come into force on the day of its publication. The Imperial Chancellor shall determine the date when it shall cease to have effect.

## (B) FEDERAL STATES.

### KINGDOM OF PRUSSIA.

*Der Minister für Handel und Gewerbe, der Minister für Landwirtschaft, Domänen und Forsten, der Minister des Innern betr. nicht gewerbsmässig betriebene Arbeitsnachweise.* Vom 26. Mai 1915. (Ministerialblatt der Handels- und Gewerbeverwaltung 1915; Nr. 11, S. 122.)

The Minister for Commerce and Industry, the Minister for Agriculture, Domains and Forests, the Minister of the Interior, respecting employment bureaux not carried on for profit. Dated 26th May, 1915.

In accordance with a Resolution of the Federal Council we have issued in pursuance of §15 of the Employment Agents Act of 2nd June, 1910 (R.G.Bl., p. 860\*) the appended regulations† respecting the duty of employment bureaux not carried on for profit to notify themselves and make returns to the Imperial Statistical Office.

You will be so good as to publish the regulations in the *Amtsblatt* and do what is necessary to bring them into force.

The Imperial Statistical Office has been requested by the Imperial Chancellor (Imperial Office of the Interior) to take steps to ensure that it shall be possible for the labour market returns issued by them since the middle of 1914, giving the number of persons applying for work and vacant places, classified according to trades, to appear in an extended form in August of this year.

We request you to come to a decision as soon as possible as regards the exemptions allowed under No. 2, paragraph (2), of the regulations, and to notify the Imperial Statistical Office immediately of every exemption. In order to relieve that office, it appears desirable that use should be made as widely as possible of the provisions contained in No. 2, paragraph (2) (a), and that all employment bureaux not carried on for profit which expect to fill less than 200 places in a year [No. 2, par. 2 (b)], should be freed from the duty of giving notice.

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\* Text E.B. V., p. 171.

† Similar regulations have also been issued in Bavaria by the Notification of 8th June, 1915; in the Grand Duchy of Hesse by the Notification of 22nd May, 1915; in the Grand Duchy of Anhalt, by Ministerial Order of 21st May, 1915; in the Principality of Schwarzburg-Sondershausen by the Ministerial Order of 15th May, 1915; in the Principality of Schwarzburg-Rudolstadt by the Ministerial Notification of 2nd June, 1915; in Bremen by the Order of the Senate dated 2nd June, 1915; in Alsace-Lorraine by the Notification of 29th May, 1915. (Reichs-Arbeitsblatt 1915; No. 6, p. 443.)

*Appendix.*

Regulations respecting the duty of employment bureaux not carried on for profit to notify themselves and make returns to the Imperial Statistical Office, issued in pursuance of §15 of the Employment Agents Act of 2nd June, 1910 (R.G.Bl., p. 860).\*

1. Employment bureaux, not carried on for profit, shall present to the Imperial Statistical Office, Department of Labour Statistics, in Berlin, by 1st July, 1915, a notice containing the following particulars :—

Designation of the employment bureau, list of persons or bodies supporting it, place of business, name of the manager, telephone number and hours of business. Any alterations in the particulars, as well as the opening of a new employment bureau not carried on for profit, shall be notified similarly within three days.

2. Employment bureaux not carried on for profit, except those for commercial, technical and office employees, shall on two sample days in the week (if possible, Saturday and Wednesday), inform the Imperial Statistical Office, Department of Labour Statistics, of the number of the applicants for work and vacant places, which, up to the time of notification could not be satisfied, and which it is not expected to satisfy before the appearance of the Labour Market Statistics, stating exactly the branch of trade (special trades). The office shall place the forms for the purpose at the disposal of the bureaux without charge. The notification forms (postcards) shall be sent in time for them to reach the Imperial Statistical Office by the first post every Thursday and Monday. The notification cards must reach the Imperial Statistical Office for the first time on Monday, 2nd August, 1915.

The Administrative President (in the district of Berlin the police president) may allow exemptions from this duty of notification to employment bureaux which :

(a) are bound to inform an official employment bureaux (communal or supported by the commune) or any other collecting centre regularly of applications not satisfied and places not filled, in so far as the said official bureaux are bound in accordance with the provisions of paragraph 1 to forward the information received to the Imperial Statistical Office, or

(b) expect to fill less than 200 places in the year.

The Administrative President (Police President) shall notify the Imperial Statistical Office of every exemption immediately.

3. Every employment bureau not carried on for profit shall appoint a business manager, who shall be responsible for the observance of these regulations.

### III. Great Britain and Ireland

1. Royal Warrant as to increase of separation allowance. 23rd September, 1914. (Manual†; Suppl. No. 3, p. 276.)
2. Order made by the Secretary of State under §33 of the Coal Mines Act, 1911, permitting use in safety lamps of glasses other than of approved type. 6th November, 1914. (Manual; Suppl. No. 3, p. 470.)

\* See footnote † on page 233.

† Manual of Emergency Legislation (edited by Alexander Pulling); Supplement No. 3 to April 30th, 1915. London, May, 1915; price 2s. 6d.

3. Royal Warrant as to allotments for soldiers' children—remission or limitation. 9th November, 1914. (Manual ; Suppl. No. 3, p. 284.)
4. Royal Warrant as to increase of separation allowance, extension of separation allowance and pensions, and abolition of allotment for soldiers' children. 25th February, 1915. (Manual ; Suppl. No. 3, p. 284.)

From 1st March, 1915, the weekly rates of separation allowance to the wives and families of soldiers amounted to :—

Family.	Class of Soldier for Allowances.				
	15	16	17 & 18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.
Wife .. .. .	23 0	22 0	16 6	15 0	12 6
Wife and 1 child .. .. .	28 0	27 0	21 6	20 0	17 6
Wife and 2 children .. .. .	31 6	30 6	25 0	23 6	21 0
Wife and 3 children .. .. .	33 6	32 6	27 0	25 6	23 0
Wife and 4 children .. .. .	35 6	34 6	29 0	27 6	25 0

For each additional child, 2s. ; separation allowance for motherless children, 3s. ; the allotment of 5s. per week for motherless children has been repealed.

5. An Act to provide for the grant of pensions and other allowances to certain persons in respect of disablement due to causes arising out of the operations of the present War whilst they are employed afloat in connection with the telegraph and postal service and to their dependants, and for purposes connected therewith. (Ch. 24.) 16th March, 1915. (Manual ; Suppl. No. 3, p. 227.)

[The King may by Order in Council frame a scheme as to pensions and other allowances for telegraph and post office employees disabled in connection with the laying and repairing of submarine cables. Persons receiving pensions or allowances not entitled to compensation.]

6. An Act to enable contributions to be made for the purpose of Part II. of the National Insurance Act, 1911, by workmen employed abroad in insured trades on work connected with or arising out of the present War. (Ch. 27.) 16th March, 1915. (Manual ; Suppl. No. 3, p. 231.)

7. An Act to amend Part I. of the National Insurance Act, 1911. (Ch. 29.) 16th March, 1915. (Manual ; Suppl. No. 3, p. 232.)

[Reduction of benefits in the case of persons entitled to pensions in respect of total disablement ; extension of §11 of Principal Act to certain pensions ; amendment of §46 of Principal Act.]

8. An Act to authorise the grant of certain pensions and other allowances in respect of members of the Royal Irish Constabulary and Dublin Metropolitan Police who are Reservists or join the Naval or Military Forces, and for other purposes incidental thereto. (Ch. 32.) 16th March, 1915. (Manual ; Suppl. No. 3, p. 236.)

9. An Act to amend the Defence of the Realm Consolidation Act. (Ch. 37.) 16th March, 1915. (Manual ; Suppl. No. 3, p. 243.)

[Extension of the powers of the Admiralty or Army Council for expediting production of war material ; these authorities have the power : (c) to require any work in any factory or workshop to be done in accordance with the directions of the Admiralty or Army Council given with the object of making the factory or workshop, or the plant or the labour therein, as useful as possible for the production of war material ; (d) to regulate or restrict the carrying on of work in any factory or workshop, or remove the plant therefrom, with a view to increasing the production of war material in other factories or workshops ; (e) to take possession of any unoccupied premises for the purpose of housing workmen employed in the production, storage or transport of war material.]

10. Order in Council amending the Defence of the Realm (Consolidation) Regulations, 1914. 23rd March, 1915. (Manual ; Suppl. No. 3, p. 330.)

[Adds new powers to the Admiralty or Army Council as follows :—(1) To take possession of unoccupied premises for the purpose of housing workmen employed on war material ; (2) to require the occupier of factories producing war material to furnish such particulars as to output as may be directed ; (3) to take possession of such factories ; (4) to regulate or restrict the carrying on of work in any factory or workshop or remove the plant therefrom, with a view to increasing the production of war material in other factories or workshops.]

11. Order in Council further amending the Defence of the Realm (Consolidation) Regulations, 1914. 29th April, 1915. (Manual ; Suppl. No. 3, p. 339.)

[Prohibits the occupier of factories for producing war material to take steps with a view to inducing any person employed in other factory and workshop, being a person engaged on work for any Government Department or otherwise serving war purposes, to leave his employment ; or any person resident in the United Kingdom at a distance of more than 10 miles from the occupier's factory or workshop, to accept employment therein, otherwise than by notifying vacancies to a Board of Trade Labour Exchange.]

12. An Act to make provision for furthering the efficient manufacture, transport, and supply of Munitions for the present War, and for purposes incidental thereto. (Ch. 54.) 2nd July, 1915.

#### PART I.

1. (1) If any difference exists or is apprehended between any employer and persons employed, or between any two or more classes of persons employed, and the difference is one to which this Part of this Act applies, that difference, if not determined by the parties directly concerned or their representatives or under existing agreements, may be reported to the Board of Trade, by or on behalf of either party to the difference, and the decision of the Board of Trade as to whether a difference has been so reported to them or not, and as to the time at which a difference has been so reported, shall be conclusive for all purposes.

(2) The Board of Trade shall consider any difference so reported and take any steps which seem to them expedient to promote a settlement of the difference, and, in any case in which they think fit, may refer the matter for settlement either in accordance with the provisions of the First Schedule to this Act, or if in their opinion suitable means for settlement already exist in pursuance of any agreement between employers and persons employed, for settlement in accordance with those means.

(3) Where a matter is referred under the last foregoing Sub-section for settlement otherwise than in accordance with the provisions of the First Schedule to this Act, and the settlement is in the opinion of the Board of Trade unduly delayed, the Board may annul the reference and substitute therefor a reference in accordance with the provisions of the said Schedule.

(4) The award on any such settlement shall be binding both on employers and employed and may be retrospective; and if any employer, or person employed, thereafter acts in contravention of, or fails to comply with, the award, he shall be guilty of an offence under this Act.

2. (1) An employer shall not declare, cause or take part in a lock-out, and a person employed shall not take part in a strike, in connection with any difference to which this Part of this Act applies, unless the difference has been reported to the Board of Trade, and twenty-one days have elapsed since the date of the report, and the difference has not during that time been referred by the Board of Trade for settlement in accordance with this Act.

(2) If any person acts in contravention of this Section, he shall be guilty of an offence under this Act.

3. The differences to which this Part of this Act applies are differences as to rates of wages, hours of work, or otherwise as to terms or conditions of or affecting employment on the manufacture or repair of arms, ammunition, ships, vehicles, aircraft, or any other articles required for use in war, or of the metals, machines, or tools required for that manufacture or repair (in this Act referred to as munitions work); and also any differences as to rates of wages, hours of work, or otherwise as to terms or conditions of or affecting employment on any other work of any description, if this Part of the Act is applied to such a difference by His Majesty by Proclamation on the ground that in the opinion of His Majesty the existence or continuance of the difference is directly or indirectly prejudicial to the manufacture, transport or supply of munitions of war.

This Part of this Act may be so applied to such a difference at any time, whether a lock-out or strike is in existence in connection with the difference to which it is applied or not:

Provided that if in the case of any industry the Minister of Munitions is satisfied that effective means exist to secure the settlement without stoppage of any difference arising on work other than on munitions work, no proclamation shall be made under this Section with respect to any such difference.

When this Part of this Act is applied to any difference concerning work other than munitions work the conditions of labour and the remuneration thereof prevailing before the difference arose shall be continued until the said difference is settled in accordance with the provisions of this Part of this Act.

## PART II.

4. If the Minister of Munitions considers it expedient for the purpose of the successful prosecution of the war that any establishment in which munitions work is carried on should be subject to the special provisions as to limitation of employers' profits and control of persons employed and other

matters contained in this Section, he may make an order declaring that establishment to be a controlled establishment, and on such order being made the following provisions shall apply thereto :—

(1) Any excess of the net profits of the controlled establishment over the amount divisible under this Act, as ascertained in accordance with the provisions of this Act, shall be paid into the Exchequer.

(2) Any proposal for any change in the rate of wages, salary, or other emoluments of any class of persons employed in the establishment, or of any persons engaged in the management or the direction of the establishment (other than a change for giving effect to any Government conditions as to fair wages or to any agreement between the owner of the establishment and the workmen which was made before the twenty-third day of June, nineteen hundred and fifteen), shall be submitted to the Minister of Munitions, who may withhold his consent within 14 days of the date of the submission :

Provided that if the Minister of Munitions so directs, or if the Minister's consent is withheld and the persons proposing the change so require, the matter shall be referred for settlement in accordance with the provisions of the First Schedule to this Act, and the consent of the arbitration tribunal, if given, shall in that case have the same effect as the consent of the Minister of Munitions.

If the owner of the establishment or any contractor or sub-contractor employing labour therein makes any such change, or attempts to make any such change, without submitting the proposal for the change to the Minister of Munitions or when the consent of the Minister has been withheld, he shall be guilty of an offence under this Act.

(3) Any rule, practice, or custom not having the force of law which tends to restrict production or employment shall be suspended in the establishment, and if any person induces or attempts to induce any other person (whether any particular person or generally) to comply, or continue to comply, with such a rule, practice, or custom, that person shall be guilty of an offence under this Act.

If any question arises whether any rule, practice or custom is a rule, practice or custom which tends to restrict production or employment, that question shall be referred to the Board of Trade, and the Board of Trade shall either determine the question themselves or, if they think it expedient or either party requires it, refer the question for settlement in accordance with the provisions contained in the First Schedule to this Act. The decision of the Board of Trade or arbitration tribunal, as the case may be, shall be conclusive for all purposes.

(4) The owner of the establishment shall be deemed to have entered into an undertaking to carry out the provisions set out in the Second Schedule to this Act, and any owner or contractor or sub-contractor who breaks or attempts to break such an undertaking shall be guilty of an offence under this Act.

(5) The employer and every person employed in the establishment shall comply with any regulations made applicable to that establishment by the Minister of Munitions with respect to the general ordering of the work in the establishment with a view to attaining and maintaining a proper standard of efficiency and with respect to the due observance of the rules of the establishment.

If the employer or any person so employed acts in contravention of or fails to comply with any such regulation, that employer or person shall be guilty of an offence under this Act.

(6) The owners of an establishment shall have power, notwithstanding anything in any Act, Order or deed under which they are governed, to do all things necessary for compliance with any provisions of this Section, and any owner of an establishment shall comply with any reasonable requirements of the Minister of Munitions as to information or otherwise made for the purposes of this Section, and, if he fails to do so, shall be guilty of an offence under this Act.

Where in any establishment munitions work is carried on in some part of the establishment but not in other parts, the Minister of Munitions may, if he considers that it is practicable to do so, treat any part of the establishment in which munitions work is not carried on as a separate establishment, and the provisions of this Act shall take effect accordingly.

5. (1) The net profits of a controlled establishment shall be ascertained in accordance with the provisions of this Section and rules made thereunder and the amount of profits divisible under this Act shall be taken to be an amount exceeding by one-fifth the standard amount of profits.

(2) The standard amount of profits for any period shall be taken to be the average of the amount of the net profits for the two financial years of the establishment completed next before the outbreak of the war or a proportionate part thereof.

(3) If in any case it appears or is represented to the Minister of Munitions that the net profits or losses of all or any other establishments belonging to the same owner should be brought into account, or that the average under this Section affords or may afford an unfair standard of comparison or affords no standard of comparison, the Minister may, if he thinks just, allow those net profits or losses to be brought into account, or substitute for the average such an amount as the standard amount of profits as may be agreed upon with the owner of the establishment.

The Minister of Munitions may, if he thinks fit, and shall, if the owner of the establishment so requires, refer the matter to be determined by a referee or board of referees appointed or designated by him for the purpose, and the decision of the referee or board shall be conclusive on the matter for all purposes.

(4) The Minister of Munitions may make rules for carrying the provisions of this Section into effect, and these rules shall provide for due consideration being given in carrying out the provisions of this Section as respects any establishment to any special circumstances such as increase of output, provision of new machinery or plant, alteration of capital or other matters which require special consideration in relation to the particular establishment.

6. (1) If any workman in accordance with arrangements made by the Minister of Munitions with or on behalf of trade unions enters into an undertaking with the Minister of Munitions that he will work at any controlled establishment to which he may be assigned by the Minister, and be subject to the penalty imposed by this Act if he acts in contravention of or fails to comply with the undertaking, that workman shall if he acts in contravention of or fails to comply with his undertaking be guilty of an offence under this Act.

(2) If any employer dissuades or attempts to dissuade a workman in his employment from entering into an undertaking under this Section, or retains or offers to retain in his employment any workman who has entered into such an undertaking after he has received notice from the Minister of

Munitions that the workman is to work at some other establishment, that employer shall be guilty of an offence under this Act.

7. (1) A person shall not give employment to a workman who has within the last previous six weeks, or such other period as may be provided by Order of the Minister of Munitions as respects any class of establishment, been employed on or in connection with munitions work in any establishment of a class to which the provisions of this Section are applied by Order of the Minister of Munitions, unless he holds a certificate from the employer by whom he was last so employed that he left work with the consent of his employer or a certificate from the munitions tribunal that the consent has been unreasonably withheld.

(2) If any workman or his trade union representative complains to a munitions tribunal in accordance with rules made with respect to those tribunals that the consent of an employer has been unreasonably withheld that tribunal may, after examining into the case, if they think fit, grant a certificate which shall, for the purposes of this Section, have the same effect as a certificate from the employer.

(3) If any person gives employment in contravention of the provisions of this Section, he shall be guilty of an offence under this Act.

8. (1) The Minister of Munitions may make rules authorising the wearing of badges or other distinctive marks by persons engaged on munitions work or other work for war purposes, and as to the issue and return of any such badges or marks, and may by those rules prohibit the use, wearing or issue of any such badges or of any badges or marks indicating or suggesting that any person is engaged on munitions work or work for war purposes except as authorised by those rules.

(2) If any person acts in contravention of, or fails to comply with any such rules, he shall be guilty of an offence against this Act.

9. This Part of this Act shall apply to any docks used by the Admiralty for any purposes connected with the war as it applies to establishments in which munitions work is carried on, with the substitution in relation to any such docks or persons employed in any such docks of the Admiralty for the Minister of Munitions.

### PART III.

10. The following paragraph shall be substituted for paragraph (d) set out in Sub-section (1) of §1 of the Defence of the Realm (Amendment) No. 2 Act, 1915, and shall be deemed to have been contained in that Act, namely :

(d) to regulate or restrict the carrying on of any work in any factory, workshop, or other premises, or the engagement or employment of any workman or all or any classes of workmen therein, or to remove the plant therefrom with a view to maintaining or increasing the production of munitions in other factories, workshops or premises, or to regulate and control the supply of metals and material that may be required for any articles for use in war.

11. (1) The owner of any establishment in which persons are employed shall, if so required by the Minister of Munitions, give to the Minister such information, in such form and in such manner, as the Minister may require as to

(a) the number and classes of persons employed or likely to be employed in the establishment from time to time ;

(b) the numbers and classes of machines at any such establishment ;

(c) the nature of the work on which any such persons are employed, or any such machines are engaged, from time to time ;



(d) any other matters with respect to which the Minister may desire information for the purpose of his powers and duties ; and the Minister may arrange with any other Government department for the collection of any such information.

(2) If the owner of any establishment fails to comply with this Section he shall be guilty of an offence under this Act.

12. If any employer, or the owner of any establishment or any workman, for the purpose of evading any provision of this Act, makes any false statement or representation, or gives any false certificate, or furnishes any false information, he shall be guilty of an offence under this Act.

13. There shall be paid out of moneys provided by Parliament to any person being a member of an arbitration tribunal, munitions tribunal, or board of referees under this Act, or being a referee under this Act, and to any other officers required in connection with any such tribunal or board, such remuneration and travelling or other expenses (including compensation for loss of time) as the Minister of Munitions or Board of Trade, as the case may be, with the sanction of the Treasury may determine.

14. (1) Any person guilty of an offence under this Act—

(a) shall, if the offence is a contravention of or failure to comply with an award, be liable to a fine not exceeding five pounds for each day or part of a day during which the contravention or failure to comply continues, and, if the person guilty of the offence is an employer, for each man in respect of whom contravention or failure takes place ; and

(b) shall, if the offence is a contravention of the provisions of this Act with respect to the prevention of lock-outs, be liable to a fine not exceeding five pounds, in respect of each man locked out, for each day or part of a day during which the contravention continues ; and

(c) shall, if the offence is a contravention of the provisions of this Act with respect to the prohibition of strikes, be liable to a fine not exceeding five pounds for each day or part of a day during which the contravention continues ; and

(d) shall, if the offence is a contravention of or failure to comply with any regulations in a controlled establishment or any undertaking given by a workman under Part II. of this Act, be liable in respect of each offence to a fine not exceeding three pounds ; and

(e) shall, if the offence is a contravention of or failure to comply with any other provisions of this Act, be liable in respect of each offence to a fine not exceeding fifty pounds.

(2) A fine for any offence, under this Act, shall be recoverable only before the munitions tribunal established for the purpose under this Act.

15. (1) The munitions tribunal shall be a person, appointed for the purpose by the Minister of Munitions, sitting with two or some other even number of assessors, one half being chosen by the Minister of Munitions from a panel constituted by the Minister of Munitions of persons representing employers and the other half being so chosen from a panel constituted by the Minister of Munitions of persons representing workmen and the Minister of Munitions may constitute two classes of munitions tribunals, the first class having jurisdiction to deal with all offences and matters under this Act, the second class having jurisdiction, so far as offences are concerned, to deal only with any contravention of, or failure to comply with, any regulation made applicable to a controlled establishment or any undertaking given by a workman under Part II. of this Act.

The Admiralty shall be substituted for the Minister of Munitions under this provision as the authority to appoint and choose members of a munitions tribunal to deal with offences by persons employed in any docks declared to be controlled establishments by the Admiralty.

(2) The Minister of Munitions or the Admiralty shall constitute munitions tribunals as and when occasion requires.

(3) Rules may be made for regulating the munitions tribunals or either class of munitions tribunals so far as relates to offences under this Act by a Secretary of State, and so far as relates to any other matters which are referred to them under this Act by the Minister of Munitions, and rules made by the Secretary of State may apply, with the necessary modifications, any of the provisions of the Summary Jurisdiction Acts or any provisions applicable to a court of summary jurisdiction, which it appears expedient to apply, and any provisions so applied shall apply to munitions tribunals accordingly.

In the application of this provision to Scotland, the Secretary for Scotland shall be substituted for the Secretary of State, and in the application of this provision to Ireland the Lord Lieutenant shall be substituted for the Secretary of State.

(4) A person employed or workman shall not be imprisoned in respect of the non-payment of a fine imposed by a munitions tribunal for an offence within the jurisdiction of a tribunal of the second class, but that tribunal may, without prejudice to any other available means of recovery, make an order requiring such deductions to be made on account of the fine from the wages of the person employed or workman as the tribunal think fit, and requiring the person by whom the wages are paid to account for any sums deducted in accordance with the order.

16. Any company, association, or body of persons shall have power, notwithstanding anything contained in any Act, order, or instrument by or under which it is constituted or regulated, to carry on munitions work during the present war.

17. Any rule made under this Act shall be laid before each House of Parliament forthwith, and, if an Address is presented to His Majesty by either House of Parliament within the next subsequent twenty-one days on which that House has sat next after any such rule is laid before it praying that the rule may be annulled, His Majesty in Council may annul the rule and it shall thenceforth be void, but without prejudice to the validity of anything previously done thereunder.

18. The Documentary Evidence Act, 1868, as amended by the Documentary Evidence Act, 1882, shall apply to the Minister of Munitions in like manner as if that Minister were mentioned in the first column of the Schedule to the first-mentioned Act, and as if that Minister, or a secretary in the Ministry or any person authorised by the Minister to act on his behalf, were mentioned in the second column of that Schedule, and as if the regulations referred to in those Acts included any document issued by the Minister.

19. In this Act, unless the context otherwise requires—

(a) The expression "lock-out" means the closing of a place of employment, or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him in consequence of a dispute, done with a view to compelling those persons, or to aid another employer in compelling persons employed by him, to accept terms or conditions of or affecting employment:

(b) The expression "strike" means the cessation of work by a body of persons employed acting in combination, or a concerted refusal

or a refusal under a common understanding of any number of persons employed to continue to work for an employer in consequence of a dispute, done as a means of compelling their employer or any person or body of persons employed, or to aid other workmen in compelling their employer or any person or body of persons employed, to accept or not to accept terms or conditions of or affecting employment.

20. (1) This Act may be cited as the Munitions of War Act, 1915.

(2) This Act shall have effect only so long as the office of Minister of Munitions and the Ministry of Munitions exist :

Provided that Part I. of this Act shall continue to apply for a period of twelve months after the conclusion of the present war to any difference arising in relation to the performance by the owner of any establishment of his undertaking to carry out the provisions set out in the Second Schedule to this Act notwithstanding that the office of Minister of Munitions and the Ministry of Munitions have ceased to exist.

## SCHEDULES.

### SCHEDULE I.

1. Any difference, matter or question to be referred for settlement in accordance with the provisions of this Schedule shall be referred to one of the three following arbitration tribunals :—

(a) The Committee appointed by the First Lord of the Treasury known as the Committee on Production ; or

(b) A single arbitrator to be agreed upon by the parties or in default of agreement appointed by the Board of Trade ; or

(c) A court of arbitration consisting of an equal number of persons representing employers and persons representing workmen, with a chairman appointed by the Board of Trade.

2. The tribunal to which the reference is made shall be determined by agreement between the parties to the difference or in default of such agreement by the Board of Trade.

3. The Arbitration Act, 1889, shall not apply to any reference under the provisions of this Schedule.

### SCHEDULE II.

1. Any departure during the war from the practice ruling in the workshops, ship-yards, and other industries prior to the war shall only be for the period of the war.

2. No change in practice made during the war shall be allowed to prejudice the position of the workmen in the owners' employment, or of their trade unions in regard to the resumption and maintenance after the war of any rules or customs existing prior to the war.

3. In any readjustment of staff which may have to be effected after the war priority of employment will be given to workmen in the owners' employment at the beginning of the war who have been serving with the colours or who were in the owners' employment when the establishment became a controlled establishment.

4. Where the custom of a shop is changed during the war by the introduction of semi-skilled men to perform work hitherto performed by a class of workmen of higher skill, the time and piece rates paid shall be the usual rates of the district for that class of work.

5. The relaxation of existing demarcation restrictions or admission of semi-skilled or female labour shall not affect adversely the rates customarily paid for the job. In cases where men who ordinarily do the work are adversely affected thereby, the necessary readjustments shall be made so that they can maintain their previous earnings.

6. A record of the nature of the departure from the conditions prevailing when the establishment became a controlled establishment shall be kept, and shall be open for inspection by the authorised representative of the Government.

7. Due notice shall be given to the workmen concerned wherever practicable of any changes of working conditions which it is desired to introduce as the result of the establishment becoming a controlled establishment, and opportunity for local consultation with workmen or their representatives shall be given if desired.

8. All differences with workmen engaged on Government work arising out of changes so introduced or with regard to wages or conditions of employment arising out of the war shall be settled in accordance with this Act without stoppage of work.

9. Nothing in this Schedule (except as provided by the fourth paragraph thereof) shall prejudice the position of employers or persons employed after the war.

## IV. Italy

1. *Decreto Luogotenenziale del 5 giugno 1915 N. 856, col quale viene prorogato al 31 dicembre 1915 il termine per l'inizio dei lavori da eseguirsi dalla provincie e dai Comuni col fondo di 100 milioni di cui al R. Decreto 22 settembre 1914 N. 1028.* (Bollettino dell' Ufficio del Lavoro, Nuova Serie, 3, 160.)

Decree of the Lieutenant-General extending until the 31st December, 1915, the term for the initiation of works to be executed by the provinces and communes out of the fund of 100 Million, contemplated in the Royal Decree of 22nd September, 1914 (No. 1028). No. 856. Dated 5th June, 1915.

2. *Decreto Luogotenenziale, N. 889, del 13 giugno 1915 per deroga alla legge sul lavoro delle donne e dei fanciulli a favore dei figli dei militari richiamati o trattenuti alle armi.* (Bollettino dell' Ufficio del Lavoro, Nuova Serie, 3, 160).

Decree of the Lieutenant-General respecting derogations from the Act relating to the work of women and children, in favour of the sons of soldiers called to, or retained with, the colours. No. 889. Dated 13th June, 1915.

1. The necessity to have acquired a certain standard of instruction in order to be admitted to work, in pursuance of the said Act, relating to the work of women and children, shall be suspended for the duration of the war in the case of the sons of from 12 to 15 years of age of soldiers called to, or retained with, the colours, without prejudice to the prescribed supplementary instruction, according to the rules that may be issued from time to time.

The authority issuing the book admitting a person to work shall insert a note to the effect that the book has been issued in pursuance of the provisions of the present Decree.

2. The present Decree shall come into force from the day of its publication in the Official Gazette.

3. *Decreto Luogotenenziale del 17 giugno 1915 N. 887, relativo alle esonerazioni temporanee dal servizio effettivo sotto le armi.* (Bollettino dell' Ufficio del Lavoro, Nuova Serie, 3, 160.)

Decree of the Lieutenant-General respecting temporary exemptions from active service with the colours. No. 887. Dated 17th June, 1915.

1. Soldiers recalled from unlimited leave, enrolled in the Territorial Militia, may be temporarily exempted during the war from active service with the colours, if they have given their own services for at least one month in the capacity of director, technical expert, or skilled workman in :

(a) State works or private undertakings entrusted with public services of national importance, or which provide materials or perform work for the State ;

(b) Provincial or communal works, or private undertakings entrusted with important public services of local interest, or which provide materials or perform work of considerable importance for the provinces or communes ;

(c) Large establishments or enterprises the working of which is in the interests of national economy or public order.

2. The exemptions shall be limited to cases in which the total cessation of the working of the undertaking, establishment or enterprise, or a serious dislocation of its normal working, might result from the absence of the soldiers.

The rules and penalties laid down in the Royal Decree of 29th April, 1915 (No. 561), shall apply to the exemptions contemplated in the present Decree.

3. The treatment contemplated in §1 may be extended to the Cashiers of the Emission Institute (Istituti di emissione) of the Kingdom who have been in charge at least one month, for whom it is recognised that no substitutes can be found, and who are members of the Territorial Militia.

4. The present Decree shall apply from the day of its date.

4. *Decreto Luogotenenziale in data 8 luglio 1915, n. 1079, recante la proroga del termine per l'esecuzione della Convenzione di Berna circa l'interdizione dell'impiego del fosforo bianco nell'industria dei fiammiferi, pubblicato nella "Gazzetta Ufficiale" del 17 luglio 1915. n. 178.*

Decree of the Lieutenant-General, dated 8th July, 1915\* (No. 1079), postponing the conclusion of the time limit for bringing into force the Berne Convention respecting the prohibition of the use of white phosphorus in the manufacture of matches, published in the Official Gazette of 17th July, 1915 (No. 178). Dated 8th July, 1915.

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\*The "Bolletino dell'Ufficio del Lavoro" (Nuova Serie III., 187) contains the following statement of the reasons for which this Decree was issued :

Italy joined the International Convention of Berne, respecting the use of white phosphorus in the match industry, on 6th July, 1910. The said prohibition and the other terms of the Convention were to come into force on 6th July of this year, in pursuance of Article 5 of the Convention.

It must be borne in mind, however, that in the prevailing abnormal conditions of industry and international trade, the enforcement of these provisions might result in the immediate closing down of all the small match factories, and also of a large proportion of those of medium size for which the difficulty of radically transforming the plant and technical processes (which would be difficult even in normal times) would be of the utmost seriousness in the present circumstances.

From the reports of the inspectors of industry and labour, it appears that the number of factories working at the time of their inquiries was 93, employing altogether 6,000 workers. The small and medium-sized establishments prevail in South Italy. Altogether, the number of workers who would be unemployed as a result of the closing of the small establishments and part of the medium-sized ones may be estimated at about 1,000.

In addition, even the more important factories which are prepared to face the transformation of their plant are unable actually to do so, in consequence of the difficulty of procuring the raw materials—that is to say, the red or amorphous phosphorus—to substitute for the white phosphorus, since these materials, not being produced in Italy,

1. The time limit for issuing the provisions necessary for bringing into operation within the Kingdom the terms of the international convention of Berne, dated 26th September, 1906, concerning the prohibition of the use of white (yellow) phosphorus in the manufacture of matches, is postponed until the sixtieth day after the conclusion of peace.

2. The present Decree shall be presented to Parliament in order to be converted into an Act.

## V. Netherlands

*Wet van den 8sten Mei 1915, tot vaststelling van bepalingen betreffende het waarborgen van uitkeeringen aan schepelingen en hunne nagelaten betrekkingen in verband met ongevallen aan schepelingen overkomen ten gevolge van of in verband met eene gebeurtenis, welke een onmiddellijk gevolg is van den huidige oorlog. (Oorlogszeenongevallenwet 1915.) (Staatsblad Nr. 214.)*

Act to lay down provisions respecting the securing of allowances to seamen and their surviving relatives in connection with accidents to seamen arising out of or in connection with an occurrence which is the direct result of the present war. (War Marine Accidents Act, 1915.) Dated 8th May, 1915.

1. (1) A "sea-going ship" within the meaning of this Act shall be any ship having its home port in the Netherlands not being in the service of the kingdom, and which is intended to be taken out into the open sea from a Dutch harbour.

(2) A ship shall be regarded as having its home port in the Netherlands in the two following cases :

I. If the undertaking for which it navigates is domiciled in the Netherlands ;

II. If it was equipped in the Netherlands, and at least one half of its crew consists of persons inhabiting the Netherlands.

(3) For the purposes of this Act, the expression "to take out into the open sea" (buitengaats brengen) shall have the same meaning as that attached to it in §1 of the Shipping Act.

(4) For the purposes of this Act the skipper shall be included among the crew.

(5) In this Act, "skipper" shall mean any person in command of a sea-going ship, or his representative.

(6) In this Act "sea-going fishing vessel" shall mean a sea-going ship engaged in fishing in the open sea.

(7) In this Act, "Our Minister" shall mean Our Minister of Agriculture, Industry and Commerce.

have to be entirely imported from abroad, especially from France, whence, however, by a recent order, the exportation is prohibited.

Thus even the large factories, headed by the Amalgamated Match Factory of Milan, have declared that if the Convention is to be brought into force at once, they will be compelled to close. These factories employ altogether about 5,000 workers.

These exceptional conditions due to the present state of war form the justification for the following Decree, by which the issuing of the regulations necessary for applying the terms of Convention in the Kingdom is postponed until two months after the conclusion of peace.

(8) For the purposes of this Act, and as far as the penal provisions are concerned, the word "owner" shall mean the person who has control over the sea-going ship, whether he is the shipowner or charterer, or the agent of the owners (*eigenaar, reeder of boekhouder van de reederij*), or the manager of the legal corporation to which the ship belongs, or whether the ship is given over to him to use.

2. (1) Every member of the crew of a sea-going ship that goes out into the open sea from the Netherlands after this Act comes into force shall have the right to an allowance, if he meets with an accident arising out of, or in connection with, an occurrence which is the direct result of the present war, for so long as he is incapacitated for work. This allowance shall amount to :—

I. Seventy per cent. of the daily wage of the injured person in the case of total incapacity for work, whether permanent or temporary ;

II. Some part of 70 per cent. of his daily wage in proportion to the loss of earning capacity, in the case of partial incapacity for work whether permanent or temporary.

For the purposes of this Act, a seaman shall be held to be wholly or partially incapable of work if he is wholly or partially incapable of work which is suited to his powers before the accident and to his capabilities.

(2) Where the injured person dies as a result of the accident, his wife to whom he was married at the time of the accident, and the legitimate children or illegitimate children, who were legally recognised at the time of the accident, and the parents, or if there are no parents, the grandparents of the deceased, in so far as they were dependent upon him, and the father-in-law, and the mother-in-law of the deceased, in so far as they were dependent upon him, shall have a right to the following amounts :

(a) The wife, until her re-marriage, an allowance amounting to 30 per cent. of the daily wages of the deceased ;

(b) each child, until he is 16 years of age, an allowance amounting to 15 per cent. of the daily wages of the deceased, or if he has lost or loses both parents, 20 per cent. of the daily wages ;

(c) the parents, or if there are no parents, the grand-parents, an allowance equivalent to the amount that the deceased usually contributed to their maintenance, but not more than 30 per cent. of his daily wages, until the death of the last survivor ;

(d) The father-in-law and mother-in-law, an allowance equivalent to the amount that the deceased usually contributed towards their maintenance, but not more than 30 per cent. of his daily wages, until the death of the last survivor ; the right of the father-in-law and mother-in-law to an allowance shall likewise cease in the cases contemplated under (1) and (2) of §377 of the Civil Code.

The surviving relatives shall not have the right to allowances amounting altogether to more than 60 per cent. of the daily wages of the deceased, provided that the father-in-law and the mother-in-law shall only have a right to an allowance, if the persons named under (a), (b) and (c) have received their full allowances, and that where the wife and children together would have the right to allowances amounting to more than 60 per cent. of the daily wages, the allowance to which each is entitled shall be reduced equally.

(3) Where a wife, contemplated under (a) of the preceding Sub-section, contracts a fresh marriage, she shall receive a sum down equivalent to twice her annual allowance.

(4) The allowance shall be payable in respect of every day, not including Sundays, and the generally recognised Christian holidays.

(5) The allowances shall be paid weekly.

(6) In the case of total loss of the property of the members of the crew through an occurrence contemplated in §1, such members of the crew who do not lose their lives shall have, in addition, a claim to a sum down as compensation. Total loss shall mean that nothing is saved beyond what the members of the crew were wearing or carrying on them.

(7) Our Minister shall decide, on the basis of the normal wage, what amount shall be regarded as the daily wage for the various classes of seamen for the purposes of this Act. The daily wage shall be calculated as one 300th part of the wage earned in a year, but shall not exceed four gulden. In fixing the daily wage anything that the seaman receives from third parties shall be taken into consideration, in so far as these receipts affect the terms of the contract of work, and also as far as concerns seamen in a business that is always carried on for only one part of the year, the amount earned as a rule in the time during which the business is not being carried on. Our Minister shall fix, for the various classes of seamen, the amount of the allowance contemplated in Sub-section (6).

(8) In case of doubt whether an accident arose out of or in connection with an occurrence as contemplated in the first Sub-section, the allowance shall be payable.

3. (1) The allowances contemplated in the preceding Section shall be regarded as a part of the wages and shall, as regards the provisions of §10, be a charge upon the person or persons by whom the wages are payable.

(2) Renunciation of the ship, or of the freight receipts earned or to be earned by means of it, or the renunciation by a joint-owner of his share, shall not relieve the persons contemplated above from the payment of these allowances.

(3) The muster-book shall include the provisions of the preceding Sub-sections of this Section and of §§2 and 8.

4. (1) No skipper shall with his ship leave a Dutch harbour or roadstead in order to go out into the open sea unless he is in possession of a written permit issued by or in the name of the Chief Inspector of Shipping.

(2) The skipper shall produce the permit immediately at the request of the officials having the duty of detecting acts punishable under this Act.

5. The permit contemplated in §4 shall be issued at the request of the owner when it is proved to the satisfaction of Our Minister, or of an official appointed by him, that the allowances contemplated in §2 are adequately guaranteed.

6. (1) The allowances shall be held to be adequately guaranteed :

I. If the person or persons bound to pay them out have given security to the satisfaction of Our Minister for the fulfilment of the obligations laid upon them by this Act towards the crew and their surviving relatives ;

II. If an insurer or other third party is bound in pursuance of an agreement concluded with the owner to pay to the members of the crew and their surviving relatives the amounts which the latter have the right to claim under this Act from the persons contemplated under I., and if security is given, to the satisfaction of Our Minister, by the said insurer, or other third party, for the fulfilment of their obligations.

(2) Our Minister shall have power, on behalf of the State of the Netherlands, to enter upon agreements as insurer, in the manner contemplated in the first Sub-section ; in this case the security there required shall not be given.



(3) Cases in which the preceding Sub-section is applied shall be published monthly in the *Staatscourant*.

7. (1) Our Minister may pay provisionally the whole or part of an allowance for which a legal claim has been made to a member of the crew of a sea-going ship or to the surviving relatives of such member, out of the security given in pursuance of §6, and for this purpose may transform the security into money so far as is necessary. The provisional payment may be stopped at any time by Our Minister. It shall be stopped as soon as the whole or part of the allowance claimed is awarded by an award that can be executed, whether provisionally or not.

(2) Where the whole or part of an allowance for which a legal claim has been made is paid provisionally by Our Minister to a member of the crew of a sea-going ship, or to the surviving relatives of such member, and the whole or part of the allowance claimed has been granted by an award, that can be executed provisionally, the amount paid provisionally by Our Minister for the period preceding the award shall be deducted in enforcing payment.

(3) If the claim is allowed by a final judgment to the whole amount or partly, the sum provisionally paid out shall be held to have been received as part of the allowance.

(4) Where, during the period preceding an award, more has been paid in pursuance of the first Sub-section than is due in respect of that period under the award, the amount paid in excess shall not be required to be repaid by the person concerned.

(5) Where the claim is disallowed by a final judgment, or allowed only to a smaller amount than has been paid provisionally, the sum provisionally paid, or paid in excess, shall be repaid by the State to the persons who gave the security contemplated in the first paragraph, with interest at the rate of 5 per cent. per annum.

8. (1) In the case contemplated under II. of the first Sub-section of §6, the persons named under I. in that Sub-section, and the insurer or third party shall be individually liable over against the injured person and his surviving relatives.

(2) The rule contained in §39, commencement, and under Sub-section (3), of the Act respecting Judicial Organisation and the Administration of Justice (*Wet op de Regterlijke Organisatie en het Beleid der Justitie*) shall apply to all claims in pursuance of this Act made by or on account of members of crews or their surviving relatives.

(3) The provisional enforcement of an award, notwithstanding any higher appeal, or objections raised to an award made in default (*verzet*), may be ordered with or without surety.

(4) The provisions of §125a up to and including §125f of the Code of Civil Procedure (*Wetboek van Burgerlijke Regtsvordering*) shall apply.

(5) Any provision contrary to any provision of this Section or of §§2 and 3 shall be void.

9. Where, after the parties have come to an amicable agreement as to whether a claim to an allowance stands or not, or as regards the amount of the same, or after an award on the matter with the force of a final judgment has been issued, facts or circumstances become known which, if they had been known before, would have influenced the arrangement come to between the parties, or the decision of the judge, and also where a change occurs in the state of affairs which formed the basis for the calculation made by the parties or by the judge of the amount of the allowance, or the grounds for refusing the allowance, the judge may decide at the request of one of the parties, that the

arrangement come to between the parties or the earlier decision may be varied.

10. (1) The members of the crew of (a) sailing ships for sea-fishing of more than 40 tons (2·83m.<sup>3</sup>) gross capacity and of all ships for sea-fishing propelled by power, and of (b) all sea-going ships, not being for sea-fishing, of 200 tons gross capacity or less, and their surviving relatives shall have the right to claim from the persons contemplated under I. of the first Sub-section one-half of the allowances named in §2.

(2) The members of the crew of sailing ships for sea-fishing of 40 tons (2·83m.<sup>3</sup>) gross capacity or less, and their surviving relatives, shall have the right to claim from the persons contemplated under I. of the first Sub-section of §6, one-fourth part of the allowances named in §2.

(3) As far as concerns the crews of sea-going ships belonging to one of the two classes contemplated in the first Sub-section, the State shall pay to the injured person, or his surviving relatives, three times the amount to which he is entitled under Sub-section (2) of this Section. Our Minister may transfer the payment of whatever is payable by the State to the persons who are required to pay the amount contemplated in the first or second Sub-sections of this Section.

11. The members of a crew, their surviving relatives and their heirs, shall have in the case of an accident as contemplated in the first Sub-section of §2, no claim to wages or compensation, arising from the civil law, except as regards any claim to which the first-named may have to attendance and cure in virtue of the Commercial Code (Wetboek van Koophandel).

12. (1) Where, within a time limit to be fixed by Our Minister, no report of or concerning a sea-going ship is received, the ship shall, for so long as no report is received, be held to be lost, for the purposes of this Act, from a day fixed by Our Minister.

(2) Where a sea-going ship is lost and, within a period fixed by Our Minister after its loss, no report is received to the effect that the crew is still alive, the seaman on board such ship shall, for the purposes of this Act, so long as no report concerning the crew is received, be held to have died on the day when the ship was lost. If the day when the ship was lost is not known, the day shall be held to be that fixed by Our Minister.

(3) The provision contained in the first sentence of the preceding Sub-section shall also apply when a sea-going ship is held, for the purposes of this Act, to be lost, or is presumably abandoned by the crew on the ground of unseaworthiness. In the latter case the ship shall be held to be lost from the day when it was abandoned by the crew. If the day when the ship was abandoned is not known, the day shall be held to be that fixed by Our Minister.

(4) The time limits and dates, contemplated in the first, second and third Sub-sections, may be fixed differently for each ship in connection with the ship's voyage and the trade carried on by means of it.

(5) Where on the occasion of an occurrence of the kind contemplated in the first Sub-section of §2, a seaman is missing, or if his disappearance is probably the result of such an occurrence, and if within a time limit, to be fixed by Our Minister, after the day from which he was missing no report is received to the effect that he is still alive, he shall, for the purposes of this Act, be held to have died on the day when he disappeared, as a result of an accident arising out of or in connection with an occurrence as contemplated in the first Sub-section of the said Section.

(6) The time limit contemplated in the preceding Sub-section may be fixed differently according to the place where and the circumstances in which the seaman disappeared.

(7) Where, in pursuance of the provisions of the second, third or fifth Sub-section a seaman is held to have died as a result of an accident arising out of or in connection with an occurrence as contemplated in the first Sub-section of §2, and a report comes of the ship, of the ship's crew, or of the seaman, no allowance shall be payable to the surviving relatives, or their right to an allowance shall cease on the day following that one on which the report is received by the persons by whom the allowance was payable, by the surviving relatives who had received an allowance, or by one of these persons.

13. (1) If it appears to an official of the Shipping Inspection Department that a skipper is not provided with the permit contemplated in the first Sub-section of §4, he shall have the right to detain the ship.

(2) The Official of the Shipping Inspection Department who causes a ship to be detained shall give notice of the detention or the withdrawal of the same as speedily as possible to the owner, and to the skipper, and to the proper clearance officers, or, in the case of a sea-going fishing vessel, to the water-bailiff (waterschout) concerned.

(3) After receiving a report of the detention of a ship, as contemplated in the second Sub-section, the customs officials there named shall not clear the ship, and the water-bailiff there contemplated shall not permit the detained fishing vessels to depart, before they are notified that the detention is withdrawn.

(4) The customs officials contemplated in the second Sub-section shall not clear a ship for which no legal permit as contemplated in the first Sub-section of §4 can be produced.

14. Appeal against the decisions of the Shipping Inspection Department may be made to Our Minister.

15. A skipper who fails to produce the legal permit contemplated in §4, first Sub-section, immediately at the request of the officials named in §22, shall be punishable by detention for a term not exceeding three months, or a fine not exceeding 300 gulden.

16. The owner of a ship who enrolls a crew, or has had them enrolled on a muster-book which does not satisfy the provisions of Sub-section (3) of §3, shall be punishable by detention for a term not exceeding three months or by a fine not exceeding 300 gulden.

17. A skipper who contravenes the prohibition contained in Sub-section (1) of §4 shall be punishable by detention for a term not exceeding six months or a fine not exceeding 2,000 gulden.

18. (1) The owner of a ship who fails to see that the prohibition contained in Sub-section (1) of §4 is not contravened in connection with his ship shall be punishable by detention for a term not exceeding one year, or a fine not exceeding 5,000 gulden.

(2) No penalty shall be imposed upon the owner in the cases contemplated in the preceding Sub-section and in §16 if it appears that the contravention was committed without his participation.

19. Where a joint stock company or a co-operative or other incorporated society is the owner of a ship, all the members of the administrative board shall be held to be owners for the purposes of §§16 and 18.

20. Penalties may be fixed in the general administrative regulations issued in pursuance of this Act for contravention of the said regulations, provided that they shall not exceed either detention for three months or alternatively fines up to 300 gulden, or fines up to 300 gulden alone.

21. Acts punishable under or in pursuance of this Act shall be regarded as offences.

22. The duty of detecting offences punishable under or in pursuance of this Act shall rest, except as regards the persons indicated in §8 of the Penal Code (*Wetboek van Strafvordering*), with the mounted police, all officials of the National and Municipal police, the officials of the Shipping Inspection Department, the customs officials, as well as the officials having military authority indicated in §7 of the Act of 23rd May, 1899 (*Staatsblad No. 128*).

23. (1) The insurance effected by the employer of the crew of a sea-going ship, which, on the coming into force of this Act, is lying in a Dutch harbour or roadstead, insuring the crew entirely or not exclusively against war risks, shall expire in so far as the war risks are concerned, with all their legal results, based on incidents taking place after the expiry of the insurance.

(2) Where the insurance covers war risks as well as other risks, the insurance against the other risks shall expire also if the parties do not agree as regards the maintenance of the insurance, before the ship is taken out into the open sea.

(3) Where an insurance is entered upon for an agreed term, and the ship is in the open sea when this Act comes into force, the further insurance shall expire on the arrival of the ship in the Netherlands according to the different circumstances contemplated in the two preceding Sub-sections.

(4) Three-quarters of whatever has been paid on account of the expired insurance, or of such part of the insurance as expires, by an employer to the insurer for any time in respect of which the insurance has ceased to operate, owing to the expiry of the same, shall be repaid to him by the insurer. One-quarter of whatever ought to have been paid in advance, for the time contemplated above, by the employer before the insurance expired, shall be paid by him to the insurer. Any further amount which would have been payable by the employer to the insurer, for the time contemplated above, shall not be required to be paid.

24. As regards the member of the crew of a sea-going ship to whom an allowance is guaranteed by this Act, all undertakings entered into by the employer to pay allowances to such member, or to his surviving relatives, for accidents, contemplated in the first Sub-section of §2, shall expire.

25. All documents, applications, notices of appeal and orders issued or drawn up under this Act shall be free from stamp duty and from the formality of registration and shall be issued without fee.

26. General administrative regulations shall be issued concerning all further matters necessary for the carrying out of this Act.

27. The Act may be referred to by the title "War Marine Accidents Act, 1915" (*Oorlogszeeongevallenwet 1915*).

28. (1) This Act shall come into force on a date to be determined by Us.

(2) So soon as the present extraordinary circumstances shall cease to prevail a draft Bill shall be submitted to the States General, to regulate the repeal of this Act and the transition to normal conditions

## VI. Switzerland

### CANTONS.

#### I. SOLOTHURN.

*Beschluss des Regierungsrates\* betr. Lohnzuschlag für Ueberzeitarbeitbewilligungen.* Vom 16. März 1915. (Amtsblatt, Nr. 12, vom 20. März 1915, S. 225-226.)

Resolution of the State Council\* respecting the payment of additional wages as a condition of procuring permission to work overtime. (Dated 16th March, 1915.)

I. In view of the fact that numerous applications for permission to work overtime are at present made by industrial establishments not only, as formerly, for comparatively short periods, but for a series of weeks and months, and that such abnormal work continued for a protracted period, even with the present practice of refusing to permit working hours in excess of 11½ hours in such cases, as a rule, causes unavoidable injury to the health of the workers, it appears reasonable and expedient to secure for the workers a higher rate of wages, for all claims made upon them, beyond the legal period of employment, just as is prescribed by the Cantonal Act of 9th February, 1896 (§7, paragraph 4), respecting the protection of women workers, and also as contemplated in the new Federal Factory Act of 18th June, 1914 (§27).† While the authorities should exercise their power to grant permission for overtime only on condition that additional wages are paid, they should at the same time limit the applications as far as possible to cases where firms cannot cope with the press of work in some other way—e.g. by engaging further workers or procuring more machines or by working in shifts. In so far as an extension of the hours of work fixed by factory rules do not extend beyond the legal period of employment, the requirement to pay a higher wage cannot be imposed.

II. For these considerations it is resolved by request of the Department of Commerce and Industry that :

(1) Permission to extend the period of employment shall hereafter be granted by the State Council and the Chief Offices only on condition that the employer shall pay the workers for time worked outside the limit of 11 hours fixed by the Factory Act, a rate of wages in excess of the usual wage, which shall amount to at least 25 per cent. of the wage paid by the firm for the work in question in the ordinary course of daily work.

(2) This condition shall form an invariable part of the permits granted henceforth, and, with the permit itself, shall be made known, as a binding agreement with the workers, by being affixed in the factory rooms.

\* By a Memorandum dated 17th April, 1915, the Swiss Department of National Economy, Section for Industry and Trade, requested the Government of the Canton of Solothurn to rescind their resolution for the following reasons :—

"Although we may well sympathise with your considerations from the point of view of social legislation, we must nevertheless declare that your resolution is not legally tenable. The Confederation has taken over the regulation of work in factories, and it is not permissible to interfere with the uniform regulation of the inspection of factories by cantonal decrees. It should be noted in this connection that, in the present case, it is not merely a question of purely administrative measures taken by the Canton, but of an order of fundamental and general importance, a matter which is not of importance only to the Canton of Solothurn. The question is settled uniformly in the new Factory Act, but it is not permissible to make the payment of additional wages a condition for allowing overtime before §27 of the new Factory Act is brought into force."

† Text E.B. IX., p. 269.

## 2. BASLE TOWN.

1. *Beschluss des Regierungsrates betr. Ueberzeitarbeit bei den öffentlichen Verwaltungen.* (Vom 12. September, 1914.)

Resolution of the State Council respecting overtime in the public administrations. (Dated 12th September, 1914.)

2. *Beschluss des Regierungsrates betr. Ueberzeitarbeit bei den öffentlichen Verwaltungen.* (Vom 23. September, 1914.)

Resolution of the State Council respecting overtime in the public administrations. (Dated 23rd September, 1914.)

## 3. AARGAU.

*Regierungsratsbeschluss betr. Bestellung einer kantonalen Einigungskommission zur Schlichtung von Streitigkeiten über Lohnkürzungen für die Dauer des Krieges.* (Vom 23. Januar 1915.)

Resolution of the State Council respecting the appointment of a cantonal Conciliation Board to settle disputes respecting reductions in wages during the war. (Dated 23rd January, 1915.)

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# Bulletin

OF THE

## INTERNATIONAL LABOUR OFFICE

NATIONAL LABOUR LEGISLATION.

NORWAY: Industrial Disputes Act, 1915.  
Factory Act, 1915.

WAR EMERGENCY LEGISLATION.



Monthly - 12s. per annum.

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# Bulletin

OF THE

## INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

### National Labour Legislation

#### 1. LAWS AND ORDERS

##### I. British Colonies

###### AUSTRALIA.

###### (A) AUSTRALIAN COMMONWEALTH.

1. **An Act to amend the Commonwealth Electoral Act, 1902-1909.** (No. 17 of 1911.) Assented to 22nd December, 1911.
2. **An Act to amend the Sugar Bounty Act, 1905-1910.\*** (No. 12 of 1912.) Assented to 29th October, 1912.
3. **An Act to grant and apply out of the Consolidated Revenue Fund a sum for Invalid and Old Age Pensions.** (No. 16 of 1912.) Assented to 6th November, 1912.
4. **An Act to amend the Referendum (Constitution Alteration) Act, 1906-1910.** (No. 17 of 1912.) Assented to 6th November, 1912.
5. **An Act to repeal the Sugar Bounty Act, 1905-1912.†** (No. 26 of 1912.) Assented to 24th December, 1912.
6. **An Act to amend §§4, 16, 22, 23, 24, 25, 26, 27, 40 and 49 of the Invalid and Old Age Pensions Act, 1908-1909,‡ and to amend that Act in relation to blind persons and the punishment of offences.** (No. 27 of 1912.) Assented to 24th December, 1912.

\* Act of 25th October, 1910. Extract E.B. VII., p. 324, No. 9.

† See No. 2 above.

‡ Act of 10th June, 1908 (Text E.B. III., p. 245); Act of 13th August, 1909 (Text E.B. V., p. 252); Act of 13th December, 1919 (Text E.B. VII., p. 324, No. 3).

7. **An Act to amend the Manufactures Encouragement Act, 1908.\*** (No. 28 of 1912.) Assented to 24th December, 1912.
8. **An Act relating to Compensation to Workmen employed in the service of the Commonwealth for injuries suffered in the course of their employment.** (No. 29 of 1912.) Assented to 24th December, 1912.
9. **An Act to provide for Bounties on wood pulp and rock phosphate and rewards for the discovery of rock phosphate.** (No. 32 of 1912.) Assented to 24th December, 1912.
10. **An Act relating to the Inter-State Commission.** (No. 33 of 1912.) Assented to 24th December, 1912.
11. **An Act to amend the Bounties Act, 1907.** (No. 34 of 1912.) Assented to 24th December, 1912.
12. **The Immigration Act, 1912.** (No. 38 of 1912.) Assented to 24th December, 1912.
13. **An Act relating to Navigation and Shipping.** (No. 4 of 1913.) Royal Assent proclaimed, 24th October, 1913.
14. **An Act to provide for a Bounty to growers of sugar cane and beet.** (No. 7 of 1913.) Assented to 30th October, 1913.
15. **An Act to provide for the construction of a railway in the Northern Territory from Pine Creek to the Katherine River, the appointment of officers, the making of charges, and the appropriation of money in connection with such railway.** (No. 21 of 1913.) Assented to 19th December, 1913.
16. **Provisional Regulations under the Wood Pulp and Rock Phosphate Bounties Act, 1912.†** (Statutory Rules 1913, No. 100.) 4th April, 1913.
17. **An Act to amend the Commonwealth Conciliation and Arbitration Act, 1904-1911.‡** (No. 5 of 1914.) Assented to 10th October, 1914.\*\*
18. **An Act (No. 2) to amend the Commonwealth Conciliation and Arbitration Act, 1904-1911.** (No. 18 of 1914.) Assented to 7th December, 1914.\*\*
  9. (Substituted by No. 18, 1914, §2.) (1) An employer shall not dismiss an employee, or injure him in his employment, or alter his position to his prejudice, by reason of the circumstance that the employee—
    - (a) is an officer or member of an organisation, or of an association that has applied to be registered as an organisation; or
    - (b) is entitled to the benefit of an industrial agreement or an award; or
    - (c) has appeared as a witness, or has given any evidence, in a proceeding under this Act.
 Penalty: Fifty pounds.
    - (2) An employee shall not cease work in the service of his employer by reason of the circumstance that the employer—

\* Act of 14th December, 1908 (Extract E.B. V., p. 251).

† Text E.B. X., p. 256, No. 9.

‡ Act of 13th December, 1909 (Text E.B. VII., p. 112); Act of 29th August, 1910, (Text E.B. VII., p. 114); Act of 23rd November, 1911 (Text E.B. VII., p. 117).

\*\* Instead of the texts of this and the following Amending Acts, we give below in their new form those sections of the Principal Act which were modified by the Amending Acts.

(a) is an officer or member of an organisation, or of an association that has applied to be registered as an organisation ; or

(b) is entitled to the benefit of an industrial agreement or an award ;  
or

(c) has appeared as a witness, or has given any evidence, in a proceeding under this Act.

Penalty : Twenty-five pounds.

(3) No proceeding for an offence against this Section shall be instituted without the leave of the President or the Registrar.

(4) In any proceeding for an offence against this Section, if all the facts and circumstances constituting the offence, other than the reason for the defendant's action, are proved, it shall lie upon the defendant to prove that he was not actuated by the reason alleged in the charge.

(5) The Attorney-General may direct that the whole or any part of any penalty recovered under this Section may be paid to the person injured by the offence.

10. (Repealed by No. 18, 1914, §2.)

14A. (Inserted by No. 5, 1914, §2.) Whenever the President is out of the Commonwealth or is for any reason unable to appoint a deputy, the Governor-General may appoint any Justice of the High Court or Judge of the Supreme Court of a State to be the deputy of the President in any part of the Commonwealth, and in that capacity to exercise, during the pleasure of the Governor-General, such powers and functions of the President as the Governor-General thinks fit to assign to such deputy ; but the appointment of a deputy shall not affect the exercise by the President himself of any power or function.

19. (Amended by No. 7, 1910, §4 ; No. 6, 1911, §10 ; and No. 18, 1914, §3.) The Court shall have cognisance, for purposes of prevention and settlement, of the following industrial disputes :—

(a) All industrial disputes which are certified to the Court by the Registrar as proper to be dealt with by it in the public interest ;

(b) All industrial disputes which are submitted to the Court by an organisation, or by an association registered for the time being as an organisation, by plaint ;

(c) All industrial disputes with which any State Industrial Authority, or the Governor in Council of a State in which there is no State Industrial Authority, requests the Court to deal ; and

(d) All industrial disputes as to which the President has held a conference under §16A of this Act, and as to which no agreement has been reached, and which the President has thereupon referred to the Court.

19A. (Inserted by No. 18, 1914, §4.) A plaint by which an industrial dispute is submitted to the Court shall be deemed to have been submitted by the organisation by which it purports to have been submitted unless evidence is given on behalf of that organisation that the plaint was not in fact submitted by that organisation.

21. (Amended by No. 6, 1911, §11, and No. 18, 1914, §5.) A certificate by the Registrar that a specified industrial dispute exists, or is threatened or impending or probable, as an industrial dispute extending beyond the limits of any one State shall be *prima facie* evidence that the fact is as stated.

21AA. (Inserted by No. 18, 1914, §6.) (1) When an alleged industrial dispute is submitted to the Court—

(a) in the case of a dispute submitted to the Court by plaint—the complainant or respondent organisation or association ; and

(b) in any other case—any party to the proceeding or the Registrar, may apply to the High Court, for a decision on the question whether the dispute or any part thereof exists, or is threatened or impending or probable, as an industrial dispute extending beyond the limits of any one State or on any question of law arising in relation to the dispute or to the proceeding or to any award or order of the Court.

(2) The High Court shall have jurisdiction to hear and determine the question.

(3) The jurisdiction of the High Court under this Section may be exercised by any Justice of the High Court sitting in Chambers.

(4) The decision of the Justice on the question shall be final and conclusive, and shall not be subject to any appeal to the High Court in its appellate jurisdiction, and shall not be challenged, appealed against, reviewed, quashed, or called in question, or be subject to prohibition mandamus or injunction, in any court on any account whatever.

21B. (Inserted by No. 18, 1914, §7.) A list of the members and officers of an organisation or association filed with the Registrar on behalf of the organisation or association shall be evidence that the persons named in the list were, at the date when the list was filed, members and officers of the association, and that such officers were duly appointed.

22. (2) (Added by No. 18, 1914, §8.) A certificate by the Registrar in accordance with paragraphs (a) or (b) or (c) of Sub-section (1) of this Section shall be conclusive evidence of the facts stated therein.

24. (Amended by No. 6, 1911, §12, and by No. 18, 1914, §9.) (1) If an agreement between all or any of the parties as to the whole or any part of the dispute is arrived at, a memorandum of its terms shall be made in writing and certified by the President, and the memorandum when so certified shall be filed in the office of the Registrar, and unless otherwise ordered and subject as may be directed by the Court shall, as between the parties to the agreement, have the same effect as, and be deemed to be, an award.

29. The award of the Court shall be binding on—

(b) (Substituted by No. 18, 1914, §10) all parties who have been summoned to appear as parties to the dispute, or required to answer the claim, whether they have appeared or answered or not, unless the Court is of opinion that they were improperly made parties ;

(ba) (Inserted by No. 18, 1914, §10) in the case of employers, any successor, or any assignee or transmittee of the business of a party bound by the award, including any corporation which has acquired or taken over the business of such a party.

31. (Amended by No. 18, 1914, §11.) (1) No award or order of the Court shall be challenged, appealed against, reviewed, quashed, or called in question, or be subject to prohibition mandamus or injunction, in any other Court on any account whatever,

(2) (Amended by No. 6, 1911, §14.) The President may, if he thinks fit, in any proceeding before the Court, at any stage and upon such terms as he thinks fit, state a case in writing for the opinion of the High Court upon any question arising in the proceeding which in his opinion is a question of law.

38 (da). (Inserted by No. 18, 1914, §12.) To order compliance with any term of an order or award proved to the satisfaction of the Court to have been broken or not observed.

## PART V.—ORGANISATIONS.

*Registries and Registrars.*

51. The Governor-General may—

- (a) establish a Principal Registry for the registration of organisations ;
- (b) establish District Registries for the registration of organisations ;
- (c) appoint an Industrial Registrar and Deputy Industrial Registrars.

52. (1) The Principal Registry shall, when the seat of Government is established within Federal territory, be situated at the seat of Government, but until that time the Principal Registry shall be situated at such place as the Minister directs.

(2) Each District Registry shall be situated in the capital city of the State in which it is established.

53. The Principal Registry shall be under the charge of the Industrial Registrar, and each District Registry shall be under the charge of a Deputy Registrar.

54. (1) The Industrial Registrar shall keep, at the Principal Registry, a register of all organisations registered under this Act and a list of all proclaimed organisations.

(2) Each Deputy Registrar shall keep, at the Registry under his charge, a register of all organisations registered under this Act at that Registry, and a list of all proclaimed organisations existing in the State.

*Registered Organisations.\**

55. (1) . . . . .  
 (a) . . . . . an association of employers may be registered as an organisation notwithstanding that it contains, in addition to employers in or in connection with the industry, such other persons, whether employers in the industry or not, as have been appointed officers of the association and admitted as members thereof ; and

(b) (Amended by No. 18, 1914, §13) Any association of not less than one hundred employees in or in connection with any industry, together with such other persons, whether employees in the industry or not, as have been appointed officers of the association and admitted as members thereof.

58A. (Inserted by No. 6, 1911, §19 ; amended by No. 18, 1914, §14.) An organisation may, in the prescribed manner, and on compliance with the prescribed conditions, change its name or change the constitution of the organisation including the description of the industry in connection with which it is registered, and the Registrar shall thereupon record the change in the register and upon the certificate of registration.

\* Section 4 of the Commonwealth Conciliation and Arbitration Act, 1911, is as follows :—" The registration, as an organisation under the Principal Act, of any association purporting to be registered before the commencement of this Act shall be deemed to be as valid to all intents and purposes, and to have constituted the association an organisation as effectually as if this Act had been in force at the date of the registration." The Commonwealth Conciliation and Arbitration Act, 1911, commenced on 23rd November, 1911.

Section 16 of the Commonwealth Conciliation and Arbitration Act (No. 2), 1914, is as follows :—" Every association which, at the commencement of this Act, is registered as an organisation, shall be deemed to have been duly registered." The Commonwealth Conciliation and Arbitration Act (No. 2), 1914, commenced on 7th December, 1914.

60. (1A) (Inserted by No. 18, 1914, §15.) Where the ground of the application is a defect in the rules of the organisation, the Court may, if in its discretion it thinks fit, instead of ordering the registration of the organisation to be cancelled in the first instance direct the organisation within a specified time to alter its rules so as to bring them into conformity with the requirements of the Act ; and if at the expiration of the time specified the rules have not been altered accordingly the Court may then order the registration of the organisation to be cancelled, and it shall be cancelled accordingly.

19. **An Act to provide for the payment of Bounty on the manufacture of pig-iron from Australian ore.** (No. 27 of 1914.) Assented to 21st December, 1914.

20. **An Act to grant and apply out of the Consolidated Revenue Fund a sum for Invalid and Old Age Pensions.** (No. 26 of 1914.) Assented to 21st December, 1914.

(B) STATES.

I. NEW SOUTH WALES.

1. **An Act to authorise payments in subvention of Friendly Societies in certain cases, and for purposes consequent thereon or incidental thereto.** (No. 6, 1908.) Assented to 23rd September, 1908.

2. **An Act to amend the law with respect to compensation to workmen for injuries suffered in the course of their employment, and for purposes consequent thereon or incidental thereto.** (No. 10, 1910.) Assented to 19th August, 1910.

3. **An Act to provide superannuation allowances and gratuities for persons employed in the railway and tramway services, to amend the Acts regulating the public service and the Government Railway Act, 1901, and for purposes consequent thereon or incidental thereto.** (No. 11, 1910.) Assented to 27th August, 1910.

4. **An Act to provide for a Saturday half-holiday every Saturday in shops, and to amend the law with regard to the early closing of shops, and for purposes consequent thereon or incidental thereto.** (No. 12, 1910.) 27th August, 1910.

1. This Act may be cited as the "Saturday Half-Holiday Act, 1910." and shall commence and come into force on a date to be fixed by proclamation in the Gazette.

2. This Act shall be construed with the Early Closing Act, 1899 (hereinafter referred to as the Principal Act), the Early Closing (Amendment) Act, 1900, and the Early Closing (Hairdressers' Shops) Act, 1906.\*

3. Notwithstanding anything contained in the said Acts, the closing time for all shops (other than those of the classes or kinds mentioned or specified in Schedule 1 to the Principal Act, or the Schedule to this Act), situated within the metropolitan shopping district and within the Newcastle shopping district, and all other shopping districts comprised in the county of Northumberland, shall in every week be 1 o'clock in the afternoon of Saturday, and 6 o'clock in the afternoon of Wednesday, and 10 o'clock in the evening of Friday.

All such shops shall close on those days not later than the hours above-mentioned :

\* Title E.B. III., p. 87. No. 10.

Provided that nothing in the above provision shall affect the operation of §8 of the Early Closing (Amendment) Act, 1900.

4. If any shop to which this Act refers is not closed and kept closed for the remainder of the day at and after the closing time fixed by this Act, or if in any such shop any goods are offered for sale after the said time, the shopkeeper of the shop and any person acting or apparently acting in the management of the shop shall be guilty of an offence against the Principal Act and may be proceeded against in accordance with the provisions of that Act :

Provided that no such shopkeeper or person shall be guilty of the said offence by reason that within one half-hour after the said closing time goods have been offered for sale or sold to a customer who at the said closing time was in the shop being served or waiting to be served.

5. The provisions of this Act may, by proclamation of the Governor published in the Gazette, be extended to the classes or kinds of shops to which this Act refers situated within any country shopping district :

Provided that such proclamation shall not be made except on resolutions passed by both Houses of Parliament.

#### SCHEDULE.

Hairdressers' shops.  
Butchers' shops.

5. **An Act to amend the Miners' Accident Relief Act, 1900, and the Miners' Accident Relief (Amendment) Act, 1901, and for other purposes.** (No. 16, 1910.) Assented to 27th August, 1910.

6. **An Act to amend the Early Closing Acts and the Saturday Half Holiday Act, 1910,\* and for purposes consequent thereon.** Assented to 20th December, 1910.

1. This Act may be cited as the "Early Closing Amendment Act, 1910."

2. Notwithstanding anything contained in the Early Closing Act, 1899, the Early Closing (Amendment) Act, 1900, or the Early Closing (Hairdressers' Shops) Act, 1906,† the closing time for all butchers', poulterers' and hairdressers' shops situate within a country shopping district in which the 1 o'clock closing day for non-scheduled shops is Saturday shall in each week be—

1 o'clock in the afternoon of Wednesday ;

10 o'clock in the evening of Saturday ;

6 o'clock in the evening for butchers', and poulterers', and half-past 7 in the evening for hairdressers' shops on the four other weekdays.

All such shops shall close on those days not later than the hours above mentioned : Provided that nothing in the above provision shall affect the operation of §8 of the Early Closing (Amendment) Act, 1900.

3. §5 of the Early Closing (Amendment) Act, 1900, is amended :

(a) by substituting the word "four" for "five",

(b) by inserting before the word "Saturday" the words "Friday and."

4. Section 8 of the Early Closing (Amendment) Act, 1900, is amended by inserting after the words "such shop may" where secondly occurring the words "subject to the provisions of the next following paragraph."

\* Text E.B. X., p. 260, No. 4).

† Title E.B. III., p. 87, No. 10.

5. Section 7 of the Early Closing Act, 1899, is amended by omitting the words "this part" and substituting therefor the words, "this Act or any Act amending the same."

6. The Schedule to the Saturday Half-Holiday Act,\* 1910, is amended by the addition thereto of the words "Poulterers' Shops."

7. Section 8 of the Early Closing (Amendment) Act, 1900, is amended by inserting after the §1 the following words: "When Christmas Day falls on a Sunday or Monday any shop which usually closes at 1 o'clock on Saturday may remain open until 10 o'clock on the Saturday preceding such Christmas Day: Provided that such shop is closed at 6 o'clock on Friday and 1 o'clock on Wednesday in the preceding week, and the shop assistants are not employed after these hours, and is also closed and kept closed, and the shop assistants are not employed therein, on the Monday and Tuesday next following the 24th December."

7. **An Act to amend the Coal Mines Regulation Act, 1902, and for other purposes.** (No. 40, 1910.) Assented to 28th December, 1910.

8. **Ministerial Order (prohibition of employment of males under the age of 16 years or of females).** 16th May, 1911. (N.S.W. Industrial Gazette, V., 1,000.)

Whereas under §35a of the Factories and Shops Act of 1896, as amended by Act No. 29 of 1908† and Act No. 28 of 1909,‡ it is provided that the Minister may, by Order, prohibit the employment in any factory or class of factory, at or in connection with any machinery described in such Order as dangerous, of males under the age of 16 years, or of females in any work in which he considers it undesirable that they should be employed: Now, I, George Stephenson Beeby, Minister for Labour and Industry, being the Minister for the time being administering the said Acts, considering it undesirable that they should be so employed, do, by this my Order, hereby prohibit in any factory to which the said Acts apply the employment in the class of work specified in the Schedule hereto of any male under the age of 16 years or any female at or in connection with the machinery described in the said Schedule, such machinery being dangerous.

#### SCHEDULE.

*Machinery.*—Band Saws (wood or metal); Bottling Machines; Brick Presses; Burring Machines; Calendar Rolls in Paper Mills, Rubber Works, Ink Works, and Paint Works; Circular Saws (wood or metal); Devils in Paper Mills and Bedding Factories; Dough Brakes; Dough Dividers; Dough Mixers; Emery Wheels; Fleshing Machines; Grindstones; Guillotines (Metal, Leather and Paper); Ironing Machines in Tanneries; Iron Roller Mills; Marble and Slate Floats; Meat Chopping and Mincing Machines; Meat Filling Machines; Metal Rollers, including Rolls for corrugating, curling, and painting; Metal Stamping Machines, including Guttering and Ridging Machines and Dropper (stamping) Machines; Pans for grinding or mixing, including those in Brick-works; Iron Foundries, Food Factories, and Paint Mills; Platens; Power Presses (metal, leather and paper); Pug Mills; Rolling Machines; Rope Spinning Machines; Setting Out Machines; Shears and Punch; Softening Machines; Splitting Machines; Stave Shapers; Steam Hammers; Tile and Pipe Presses; Tobacco Cutters; Wood Jointers; Wood Shapers; Wool Washing Machines.

*Class of Work.*—Operating or assisting in operating.

9. **An Act to repeal the Old-age Pensions Act, 1900, and the Invalidity and Accidents Pensions Act, 1907.\*\*** (No. 2, 1911.) Assented to 12th July, 1911.

\* Text E.B. X., p. 260, No. 4.

† Text E.B. IV., p. 18, No. 2.

‡ Title E.B. VII., p. 181, No. 5, and Text E.B. VII., p. 165.

\*\* Text E.B. V., p. 255.



10. An Act to provide for the purchase, resumption and appropriation of lands, and for the construction and maintenance of certain buildings and works, for the use or disposal of such lands and buildings ; to constitute a Board for the above and other purposes, and a Fund to meet the expenses of carrying out the above provisions ; for purposes consequent thereon or incidental thereto ; and to amend certain Acts. (No. 7, 1912.) Assented to 4th April, 1912.
11. An Act to enable the Municipal Council of the city of Sydney to erect and let dwelling-houses, and for that purpose to acquire land ; to extend the borrowing powers of the said Council ; to amend certain Acts relating to the Corporation of the city of Sydney ; and for purposes consequent thereon or incidental thereto. (No. 8, 1912.) Assented to 4th April, 1912.
12. An Act to consolidate enactments relating to the regulation of coal mines and collieries. (No. 37, 1912.) Assented to 26th November, 1912.

[EXTRACT.]

DIVISION 6.—EMPLOYMENT OF BOYS AND FEMALES.

41. No boy under the age of 14 years and no female shall be employed in or about a mine.

42. (1) No boys between the age of 14 years and 18 years shall be employed in or allowed to be, for the purposes of employment, in any mine below ground for more than 9 hours on Monday, Tuesday, Wednesday, Thursday, Friday, and 6 hours on one Saturday and 8 hours on the next Saturday.

(2) For the purposes of this Act, with respect to the employment of such boys in a mine below ground, the following regulation shall have effect—that is to say :

(a) there shall be allowed an interval of not less than 12 hours between each period of employment ;

(b) each period of employment shall be exclusive of one hour for meals.

(3) The owner, agent or manager of every mine shall keep in the office at the mine a register, and shall cause to be entered in that register, in such form as the Minister prescribes or sanctions, the name, age, residence and date of first employment of all boys under the age of 18 employed in the mine below ground, and of all boys employed above ground in connection with the mine ; and shall on request produce the register to any inspector under this Act, and to any officer of the Department of Public Instruction, at the mine, at all reasonable times, and shall allow any such inspector or officer to inspect and copy the same.

(4) The immediate employer of every such boy, other than the owner, agent, or manager of the mine, before he causes the boy to be below ground in any mine, shall report to the manager of the mine, or to some person appointed by that manager, that he is about to employ the boy in the mine.

43. If any person contravenes or fails to comply with, or permits any person to contravene, or fail to comply with, any provision of this Act with respect to the employment of boys or females, or to the register of boys, or to reporting the intended employment of boys, he shall be guilty of an offence against this Act ; and in the event of any such contravention or non-compliance by any person whomsoever, the owner, agent and manager of the mine shall each be guilty of an offence against this Act, unless he proves that he had taken all reasonable means, by publishing, and, to the best of his power, enforcing the provisions of this Act, to prevent the contravention or non-compliance.

13. An Act to consolidate the Acts controlling scaffolding and lifts. (No. 38, 1912. Assented to 26th November, 1912.)
14. An Act to consolidate the enactments relating to the supervision and regulation of factories, bakehouses, laundries, dye works, and shops; the limitation in certain cases of the hours of working therein; the extension of the liability of employers for injuries suffered by employees in certain cases; the making provision for a minimum wage for certain persons, and for the payment of overtime and tea-money; and for other purposes. (No. 39, 1912.) Assented to 26th November, 1912.

#### PART I.—PRELIMINARY.

1. This Act may be cited as the "Factories and Shops Act, 1912," and is divided into Parts and Divisions, as under :—

#### PART II.—FACTORIES AND SHOPS—§§3-62.

DIVISION 1.—*Definitions—Appointments—Registration and inspection*—§§3-13.

DIVISION 2.—*Records*—§§14-19.

DIVISION 3.—*Sanitary arrangements, etc.*—§§20-30.

DIVISION 4.—*Fencing of machinery—Protection from fire*—§§31-39.

DIVISION 5.—*Ages of persons employed and certificates*—§§40-49.

DIVISION 6.—*Shops*—§§50-51.

DIVISION 7.—*Miscellaneous*—§§52-62.

#### PART III.—MINIMUM WAGE, OVERTIME AND TEA-MONEY—§§63-74.

2. The Acts specified in Schedule 1 are hereby repealed; but such repeal shall not prejudice or affect the validity or duration of any license, permit, exemption, or authority lawfully granted under any such Act.

All proclamations published, notices given, certificates of registration granted, and regulations made under the authority of any Act hereby repealed, and being in force at the passing of this Act, shall be and continue in force hereunder, and shall be deemed to have been published, given, granted, and made respectively under the authority of this Act.

All persons appointed under the Acts hereby repealed, and holding office at the time of the passing of this Act, shall remain in office as if this Act had been in force at the time they were appointed and they had been appointed hereunder, and this Act shall apply to them accordingly.

All localities declared by the Governor to be districts for the purposes of any Act hereby repealed, and being such district at the time of the passing of this Act, shall be districts for the purposes of this Act, and shall be deemed to have been declared by the Governor under the authority of this Act.

#### PART II.—FACTORIES AND SHOPS.

DIVISION I.—*Definitions—Appointment of inspectors—Registration and inspection of factories, and inspection of shops.*

3. In this Part of this Act, unless the context requires another meaning—  
 "Bakehouse" means any place in which any bread, pastry, sweet-meats, or sugar goods are made or baked for sale, and includes any place or room used in connection with the bakehouse for storing such food when baked or to be baked, or any material to be used for the manufacture of such food to be baked.  
 "Child" means any person under the age of 14 years.

"Employee" means any person in the employment of an occupier. Any person who works in a factory or shop, whether for wages or not, at any kind of work whatever, shall be deemed to be an employee and to be employed within the meaning of this Part of this Act.

"Factory" means—

- (a) any office, building, or place in which four or more persons are engaged directly or indirectly in working at any handicraft, or in preparing or manufacturing articles for trade or sale; and includes laundries and dyeworks in which four or more persons are engaged; but does not include any building or place in which the persons engaged in working are shown to the satisfaction of the Minister to be all members of one family, and in which steam or other mechanical power is not used;
- (b) any office, building or place in which one or more Chinese are so engaged;
- (c) any place or building where steam or other mechanical power or appliance is used in manufacturing goods or packing them for transit, or in generating electricity, water power, or any other power;
- (d) any bakehouse, but does not include any building used for the manufacture of dairy produce, nor any woolshed used for shearing sheep, or building used for dumping wool, or any ship.

Where the operations of any manufacturer are carried on for safety or convenience in several adjacent buildings grouped together in one enclosure, these shall be classed and included as one factory.

"Inspector" means an inspector of factories and shops, appointed under this Part of this Act.

"Mechanical power" means power generated by water, steam, gas, oil, electricity, or any power other than manual power.

"Mill-gearing" includes any shaft, whether upright, oblique, or horizontal, and any wheel, drum, pulley, belt, rope, or chain by which the motion of the first moving power is communicated to the operative part of any machine.

"Occupier" means the person, company, or association employing persons in any factory or shop, or occupying any office, building, or place used as a factory or shop, and includes any agent, manager, foreman, or other person acting or apparently acting in the general management or control of any factory or shop.

For the purposes of any structural alteration or building additions required by this Part of this Act to be made to a factory or shop, the Minister may, by notice in the form prescribed, notify the owner of the factory or shop, or the person receiving the rent for the same, whether on his own account or on account of any other person, that he will regard him for such special purposes as the occupier of the same; and thereafter the said owner or person shall, for the said purposes, be deemed to be the occupier of the factory or shop.

"Prescribed" means prescribed by this Part of this Act or regulations under this Part of this Act.

"Shop" means any building or place, or portion of a building or place, in which goods are exposed or offered for sale by retail.

"Shopkeeper" means the occupier of a shop.

4. (1) This Part of this Act shall apply only to such localities as are declared or deemed to be declared by the Governor, by proclamation in the Gazette, to be a district or districts for the purposes of this Part of this Act.

(2) The Governor may, by proclamation in the Gazette, exempt either wholly or in part, any factory or class of factories, or shop or class of shops, in any district or part thereof from the operation of this Part of this Act, and such factory or class of factories, or shop or class of shops, shall thereupon be exempted as aforesaid.

(3) The Governor may, by proclamation as aforesaid, revoke, vary or alter any proclamation published, or deemed to have been published, under this Section.

5. The Governor may appoint as many inspectors of factories and shops as may appear necessary for carrying into effect the provisions of this Part of this Act.

6. (1) Every person who at the commencement of this Act, and every person who at the time when any locality is declared to be a district, is the occupier of an unregistered factory shall, within 28 days thereof, serve on the inspector of the district, or such other person as the Governor may appoint, a written notice containing such particulars as may be prescribed, and the inspector, or such other person as aforesaid, shall, on the receipt of such notice, register the factory, and issue a certificate of registration to such occupier. Should any occupier neglect or omit to serve the notice as herein provided he shall be liable to a penalty not exceeding ten pounds.

(2) Every person in occupation of, or about to occupy, any premises which it is intended to use as a factory for the first time, or which after a period of disuse it is intended to again use as a factory, shall, not less than seven days before it is so used or again used as a factory, forward to the inspector of the district, or such other person as the Governor may appoint, a written notice containing such particulars as may be prescribed. The inspector or such other person as aforesaid on the receipt of the said notice may register the premises and issue a certificate of registration to the person giving such notice.

(3) The inspector or such other person as aforesaid may, if he thinks fit, instead of registering the premises, issue a permit authorising the use of the premises for a period to be named in such permit pending the carrying out of any alterations or repairs required in order to make such premises suitable for a factory. Such permit may, from time to time, be extended by the Minister.

7. Any person in occupation of an unregistered factory within a district to which at the time of such occupation the provisions of this Part of this Act or of the Factories and Shops Act of 1896, have for a period of at least 28 days been applied shall be liable to a penalty not exceeding ten pounds, unless he proves that he had duly applied within the prescribed time for the registration of the factory, and had taken all proper measures to obtain the registration of the factory and that such application had not been refused, or that he is the holder of a permit under this Part of this Act authorising him to occupy the factory.

8. (1) If, in the opinion of an inspector, any office, building, or place used, or about to be used as a factory, is unfit for such purpose, he shall, by notice in writing, served on the occupier or the applicant for registration of the factory, personally or posted to his last known address, request such occupier or applicant to comply with such requirements specified in such notice as he may

deem necessary to render such office, building, or place fit for occupation as a factory.

(2) If the occupier or applicant is dissatisfied with the requirements of the said notice, he may, within seven days of service of such notice, appeal to the Minister in writing in the form prescribed, stating what amendments in the said requirements he desires should be made.

(3) The Minister may forthwith determine the appeal, or may appoint a competent person to hold an investigation in such manner and under such conditions as the Minister may approve as to the necessity for, or reasonableness of, the inspector's requirements, and to report to him and make a recommendation as to whether such requirements, or any one or portion of any one of them, should be carried into effect.

(4) The Minister shall **make** such orders as he deems just and necessary, and his decision shall be final.

(5) Where an inspector reports that in his opinion no requirements that may be specified will, by reason of structural difficulties, sanitary defects, or otherwise, fit any office, building, or place, for use as a factory, he shall so report to the Minister, and the Minister may thereupon take such action as hereinbefore referred to, and make an order forbidding the use of the said office, building, or place as a factory or such other order as he may think fit.

9. Every inspector shall have power—

- (1) to enter, inspect and examine, at all reasonable hours by day or night, any factory or shop, or any part thereof, when he has reasonable cause to believe that any person is employed therein, and to enter by day any place which he has reasonable cause to believe is used as a factory or shop ;
- (2) to take with him in either case an officer of health or inspector of nuisances, or any person whom he may think qualified to act as an interpreter ; or, in any case in which he has reasonable cause to apprehend any serious obstruction in the execution of his duty, a constable ;
- (3) to require the production of the certificate of registration of any factory, or any book, notice, record, list, or document which is by this Part of this Act, or the regulations hereunder, required to be kept or exhibited in any factory or shop, and to inspect, examine, and copy the same ;
- (4) to make such examination and inquiry as may be necessary to ascertain whether the provisions of this Part of this Act or any Act relating to the public health are complied with so far as respects the factory or shop, and the persons employed therein ;
- (5) to examine alone, or in the presence of any other person, as he thinks fit, with respect to matters under this Part of this Act, any person whom he finds in a factory or shop, or whom he has reasonable cause to believe to be or to have been within the preceding two months employed in a factory or shop, and to require such person to be so examined, and to sign a declaration of the truth of the matters respecting which he is so examined :

Provided that no person shall be required to answer any question if the answer to such question might incriminate him,

- (6) subject to this Part of this Act, to conduct prosecutions in connection herewith, whether the information be laid in his name or not, to take proceedings for the punishment of offences against this Part of this Act, and to attend and examine witnesses at

any inquest into the cause of the death of any employee while employed in a factory or shop ;

- (7) to exercise all other powers that may be necessary for carrying out the provisions of this Part of this Act, or of such provisions of any Act relating to public health as the Governor may from time to time determine.

10. The occupier of every factory or shop, his agents and servants, shall furnish the means required by an inspector necessary for an entry, inspection, examination, and inquiry, or the exercise of his powers under this Part of this Act in relation to such factory or shop.

11. Every person who wilfully delays an inspector in the exercise of any power under this Part of this Act, or who fails to comply with a requisition of an inspector made under any such power as aforesaid, or to produce any certificate of registration, book, record, certificate, notice, list, or document which he is required by or in pursuance of this Part of this Act to produce, or who conceals or prevents any person from appearing before or being examined by an inspector, or attempts so to conceal or prevent any person, shall be deemed to obstruct an inspector in the execution of his duties under this Part of this Act, and shall for each offence be liable to a penalty not exceeding twenty pounds : Provided that no person shall be required to answer any question or given any evidence incriminating himself.

12. Every inspector shall be furnished with a certificate of his appointment, and on applying for admission to a factory or shop shall, if required, produce such certificate to the occupier.

13. Every person who forges or counterfeits any such certificate, or makes use of any forged, counterfeited, or false certificate, or personates the inspector named in any such certificate, or falsely pretends to be an inspector under this Part of this Act, shall be liable to be imprisoned for a term not exceeding six months with or without hard labour.

#### DIVISION 2.—*Records.*

14. The occupier of a factory or shop shall keep, or cause to be kept, a record of the names of all employees in the factory or shop, together with the ages of all employees under 21 years of age, and such other particulars as may from time to time be prescribed.

The occupier shall cause to be affixed and maintained in some conspicuous place at or near the entrance of every factory, and in such other parts thereof as the inspector may direct, a copy of this Act and of the regulations made or deemed to have been made under it ; also a notice containing—

- (a) the name and address of the inspector for the district ;
- (b) the usual working hours of the factory.

15. The occupier of a factory shall, if so required by the Minister, furnish to him a scale of the wages paid to the employees therein, and also the rates of payment made for piece-work to the persons working in and in connection with such factory.

16. (1) The occupier of a factory shall, for the information of the inspectors, who alone shall be entitled to demand such information, keep a record in the prescribed form and with the prescribed particulars, showing—

- (a) the name of every person employed by him in the business of a factory outside such factory ;
- (b) the places where those persons are employed ;
- (c) the rate of payment in each instance.

(2) The occupier shall forward such record to the inspector for his information whenever demanded by him, and shall forward to the inspector, at such times as may be prescribed, a copy or summary of every such record in such form as may be prescribed.

(3) An occupier who makes default in keeping such record or in forwarding it as hereinbefore provided shall be liable to a penalty not exceeding ten pounds.

17. Every person who, whether as principal, contractor, sub-contractor or otherwise, directly or indirectly, issues or gives out, or authorises or permits to be issued or given out, any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel (including boots and shoes) for trade or sale, shall be deemed to be the occupier of a factory for the purposes of the last preceding Section; and the person to whom such material is issued or given out shall, for the purposes of the said Section, be deemed to be employed by the occupier in the business of the factory outside such factory.

18. Any inspector who divulges the contents of any record or makes use of his knowledge of the contents thereof, except to the Minister or for the purposes of this Part of this Act or for enforcing the provisions hereof, or for statistical purposes in connection with a Department of the Public Service, shall be liable to a penalty not exceeding fifty pounds, or to imprisonment with hard labour for any term not exceeding six months.

19. Each inspector shall furnish annually to the Minister for submission to Parliament a report on the operation of this Part of this Act.

#### DIVISION 3.—*Sanitary Arrangements, Etc,*

20. (1) Every factory and shop shall be kept in a cleanly state and free from effluvia arising from any drain, earth or water-closet, urinal, or other nuisance.

(2) A factory or shop, or any portion thereof, shall not be so overcrowded while work is carried on therein as to be injurious to the health of the persons employed therein, and shall contain such amount of cubical space for each person employed, and such amount of ventilation, as may be prescribed by regulations, and shall be ventilated in such a manner as to render harmless as far as practicable all the gases, vapours, dust, or impurities generated in the course of the manufacturing process or handicraft carried on therein that may be injurious to health.

(3) A factory or shop in or in connection with which there is a contravention of this Section shall be deemed not to be kept in conformity with this Part of this Act.

21. All the inside walls of the rooms of a factory, and all the ceilings and tops of such rooms (whether such walls, ceilings, or tops be plastered or not), and all the passages and staircases of a factory shall either be varnished or painted with oil at least once in every period of seven years, or be lime-washed, or washed with some liquid approved by the inspector, at least once in every period of fourteen months (or, in the case of a bakehouse situate in a municipality, once in every period of six months), and shall, if they have been so painted or varnished, be washed with hot water and soap at least once in every period of fourteen months; but the inspector may, if it appear to him necessary, order the walls, ceilings, passages, and staircases of any factory or of any bakehouse situated as aforesaid, to be painted, varnished, lime-washed, or washed more frequently than is herein provided.

If the walls or passages are papered, they need not be varnished, painted, or washed, but shall be prepared at such times as the inspector may direct.

The occupier of a factory shall on demand supply the inspector with the dates of the last washing, painting, varnishing, or papering of each portion of the factory.

22. Where it appears to the Minister that in any class of factories, or parts thereof, the provisions of the last preceding Section are not required, or are by reason of special circumstances inapplicable, he may, if he thinks fit, make an order granting to such class of factories, or parts thereof, a special exemption from all or any of the requirements in the last preceding Section :

Provided that the last preceding Section shall, without any such order as aforesaid, be deemed not to apply to blacksmiths', agricultural implement makers', and wheelwrights' shops ; or to foundries, flour mills, saw-mills, flax-mills, freezing-rooms, bone-mills, seed-cleaning mills, tanneries, rope-walks, soap and candle works, smelting works, and brick and tile works or potteries ; or to hay and corn and chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments ; or to maltings and breweries ; or to cheese and sugar-refining factories, or to sugar-mills or shearing sheds.

23. Where a bakehouse having employed therein one or more persons is situated in any district under this Part of this Act—

- (1) no place on the same level with the bakehouse, and forming part of the same building, shall be used as a sleeping-place unless such sleeping-place is effectually separated from communication with the bakehouse by a partition extending from the floor to the ceiling, and there is an external glazed window in such sleeping place of at least nine superficial feet in area, of which at least four and a half superficial feet are made so as to open for ventilation ;
- (2) no earth or water-closet, cesspit, urinal, or ash-pit shall be within or communicate with the bakehouse ;
- (3) any cistern for supplying water to the bakehouse shall be separate and distinct from any cistern supplying water to a water-closet ;
- (4) no drain-pipe for carrying off faecal or sewage matter shall have an opening within the bakehouse.

Any person who lets or occupies, or continues to let or knowingly suffers to be occupied, any place in which there is a breach of the provisions of this Section shall be liable to a penalty not exceeding for the first offence twenty shillings, and for every subsequent offence to a penalty not exceeding five pounds.

24. The Minister may, by notice in writing, forbid the occupier of a factory to permit any employees therein to take their meals in any room while work is being carried on therein, and may direct an occupier to erect or provide a suitable room or place in the factory or in connection therewith for the purpose of a dining or eating room for employees in such factory.

If the occupier fails to comply with such notice within a reasonable time, the factory shall be deemed not to be kept in conformity with this Part of this Act.

25. If it appear to the inspector that—

- (a) in a factory where grinding, glazing, or polishing on a wheel, or any other process is carried on whereby dust is generated which is inhaled by the employees to an injurious extent, such inhalation could be to a great extent prevented by the use of a fan or by other mechanical means of ventilation ; or



- (b) in a factory in which atmospheric humidity is artificially produced by steaming or other mechanical appliances whereby the health of the employees is or may be injuriously affected, such humidity could be to a great extent lessened by the adoption of a sufficient means of prevention ;

the inspector may serve on the occupier a notice requiring him to provide a fan or other sufficient means of prevention, as the case may be ; and if the same be not, within a reasonable time, provided, maintained, and used, the factory shall be deemed not to be kept in conformity with this Part of this Act.

26. (1) Every occupier of a factory or shop shall cause to be provided suitable sitting accommodation for all females employed in his factory or shop in the proportion of one seat to every three females employed, and such sitting accommodation shall be conveniently situated for the use of the persons for whom the same is provided.

(2) The occupier of any factory or shop shall allow every female employed therein to make use of such sitting accommodation at all reasonable times during the day, when such use would not necessarily interfere with the proper discharge by such female of her duties.

27. Where, in the opinion of the Minister, a change of the dress of any females employed in a factory or shop is rendered necessary by the work to be done, or is desirable for the comfort of such employees, the occupier of such factory or shop shall, at the request in writing of the Minister on or before the date fixed in such request, provide suitable dressing-rooms for such employees, under a penalty not exceeding one pound for each day such room is not provided after the day fixed for so doing.

28. Every occupier of a factory or shop who causes or permits wearing apparel to be made, cleaned, or repaired in, or issues any materials from, any building, whether a factory or not, in which any person is suffering from a disease declared by or under any law relating to public health to be an infectious disease, shall be liable to a penalty not exceeding twenty pounds, unless he proves that he was not aware of the existence of the disease in the building and could not reasonably have been expected to become aware of it.

29. Where in connection with any factory any employees are lodged in any premises in the possession of the occupier of the factory, whether attached to or detached from such factory, all such premises shall be open to inspection by an inspector, and in respect thereof he may exercise all the powers as to sanitary requirements which he is entitled to exercise in respect of the factory.

30. Where it appears to an inspector that any act, neglect, or default, in relation to any drain, water-closet, privy, ashpit, water supply, nuisance, or other matter in, about or in the vicinity of a factory is punishable, or that the consequences of such act, neglect, or default are remediable under any law relating to the public health or any other law, but not under this Part of this Act, such inspector shall give notice in writing to the authority generally administering the Act, or the local authority in whose district the factory is situate, and it shall be the duty of such authority to make such inquiry into the subject of the notice, and take such action thereon as to such authority may seem proper for the purpose of enforcing or carrying out the law.

#### **DIVISION 4.—*The Fencing of Machinery and Protection from Fire.***

31. The traversing carriage of any self-acting machine, erected after the first day of January, one thousand eight hundred and ninety-seven, shall not be allowed to run out within a distance of 18 inches from any fixed structure not being part of the machine, if the space over which it so runs out is a space

over which any person is likely to pass, whether in the course of his employment or otherwise.

32. In any action brought by an employee in a factory or by his representatives to recover damages from his employer for personal injury caused solely by a boiler explosion arising from the negligent employment of an incompetent person to take charge of a boiler used for driving an engine in connection with the factory, the fact of the injury shall be evidence—

- (a) that the person so placed in charge was incompetent ;
- (b) that the defendant was guilty of negligence in employing him ;
- (c) that the plaintiff was injured through that person's incompetence ;

but this presumption shall be deemed to be rebutted by the defendant if he proves that he took reasonable care to satisfy himself of the competency and fitness of such person to take charge of such boiler.

33. The occupier of a factory shall securely fence all dangerous parts of the machinery therein, and with respect to such fencing the following provisions shall have effect—

- (1) every hoist or teagle and every fly-wheel directly connected with the steam or water or other mechanical power whether in the engine-house or not, and every part of a steam-engine or other engine used for generating mechanical power, and water wheel shall be securely fenced ; and
- (2) every wheel-race not otherwise secured shall be securely fenced close to the edge of the wheel-race ; and
- (3) every part of the mill-gearing and every cog-wheel shall either be securely fenced or be in such position or of such construction as to be equally safe to every person employed in the factory or workroom as it would be if it were securely fenced ; and
- (4) all fencing shall be constantly maintained in an efficient state while the parts required to be fenced are in motion or use for the purpose of any manufacturing process.

A factory in which there is a contravention of this Section shall be deemed not to be kept in conformity with this Part of this Act.

34. If an inspector considers that in a factory any part of the machinery of any kind, moved by steam, water, or other mechanical power, to which the provisions of this Act with respect to the fencing of machinery do not apply, is not securely fenced, and is so dangerous as to be likely to cause bodily injury to any person employed in the factory—

- (1) the inspector shall serve on the occupier of the factory a written notice to fence the machinery which he considers dangerous as aforesaid ;
- (2) the occupier within seven days from the receipt of such notice may serve on the inspector a written requisition to refer the matter to arbitration, and, thereupon, the matter shall be referred to arbitration, to be conducted under the regulations ;
- (3) if the arbitrators or their umpire decide that it is unnecessary or impracticable to fence the machinery alleged in the notice to be dangerous, the notice shall be cancelled and the occupier shall not be required to fence in pursuance thereof, and the

costs of the reference shall be paid as the expenses of the inspector under this Part of this Act ;

- (4) if the occupier does not within the said seven days serve on the inspector a requisition to refer the matter to arbitration, or does not appoint an arbitrator within the time required by the regulations, or if the arbitrators or the umpire decide that it is necessary and practicable to fence the machinery alleged in the notice to be dangerous, the occupier shall securely fence such machinery in accordance with the notice or with the award of the arbitrators or umpire, if it modifies the notice, and the cost of the reference shall be borne by either or both parties to the arbitration, as the arbitrators or the umpire may decide, and any portion of the costs to be borne by the occupier shall be a debt due by him to the inspector, and shall be recoverable in any court of competent jurisdiction ;
- (5) if the occupier of a factory fails to comply within a reasonable time with the notice or award, or fails to keep the said machinery securely fenced in accordance therewith, or fails to constantly maintain such fencing in an efficient state while the machinery required to be fenced is in motion, the factory shall be deemed not to be kept in conformity with this Part of this Act.

35. The Minister may on complaint by an inspector, and on being satisfied that any machine or mill-gearing used in a factory is in such a condition that it cannot be used without danger to life or limb, by order prohibit such machine or mill-gearing from being used, or (if it is capable of repair or alteration) from being used until it is duly repaired or altered to the Minister's satisfaction on the report of the inspector. Any employer who disobeys such Order shall for each offence be liable to a penalty not exceeding ten pounds for every day on which the machine or mill-gearing is used in contravention of the Order.

36. (1) In every factory and shop the opening of every hoistway, elevator, or lift, or well-hole shall at each floor be provided with and protected by good and sufficient trap-doors or self-closing hatches and safety catches, or by such other safeguards as the inspector may approve, which shall be kept closed at all times when they are not in actual use.

(2) If an elevator or lift in a factory or shop used for the conveyance of employees or other persons is considered by an inspector to be unsafe or dangerous to use, he may prohibit the occupier or shopkeeper from using such elevator or lift until it is made safe to the inspector's satisfaction. Should any occupier or shopkeeper use, or permit to be used, such elevator or lift at any time whilst its use is so prohibited, he shall be liable to a penalty of twenty shillings for each time such elevator or lift is so used.

37. A male under 16 years of age or female shall not be allowed to have the care, custody, management, or working of any elevator or lift in any factory or shop.

A male under 18 years of age or female shall not be allowed—

- (a) to clean such part of the machinery in a factory as is mill-gearing while the same is in motion for the purpose of propelling any part of the manufacturing machinery ; or

- (b) to work between the fixed and traversing part of any self-acting machine while the machine is in motion by the action of steam, water or other mechanical power.

An employee allowed to act in contravention of this Section shall be deemed to be employed in contravention of this Part of this Act.

38. Where there occurs in a factory any accident, produced either by machinery moved by steam, water or other power, or through a vat, pan, or other structure, filled with hot liquid or molten metal, or other substance, or by explosion, or by escape of gas, steam or metal, which either—

- (a) causes loss of life to an employee in the factory ; or
- (b) causes bodily injury to any employee in the factory, such as to prevent him from returning to his work in the factory within forty-eight hours of the occurrence of the accident—

written notice of the accident shall forthwith be sent to the inspector for the district stating the cause of death or the nature and extent of the injury, as the case may be, and the residence of the person killed or injured, or the place to which he has been removed. The Minister may, if he thinks fit, obtain a report from a legally qualified medical practitioner, or other competent person, upon the nature, extent, and cause of such death or injury.

39. (1) In every factory erected after the sixteenth day of November, one thousand eight hundred and ninety-six, and in which ten or more persons are employed, and in any factory existing on the said day, where the Minister by notice in writing may so require, the main inside and outside doors shall open outwards, and all the doors of every room in a factory in which persons are actually at work, or passages leading to such rooms, or serving as entrances and exits shall neither be locked, bolted, nor barred during working hours.

(2) In every factory there shall be such means of extinguishing fire as the inspector acting under the regulations may direct.

(3) Every factory in which persons are employed above the first floor shall, in addition to the usual fire-escapes, distinct from the stairs in ordinary use, be provided, on each floor above the first floor, with means by which persons prevented by flames or smoke from descending by the ordinary ways may be enabled to descend in safety from windows or other openings or by external stairs, ladders, or by such other means as may be deemed sufficient, all such means to be approved in writing by the chief officer of fire brigades, or any officer of fire brigades appointed by him in that behalf.

(4) In the event of the occupier objecting to carry out any structural alterations in his buildings required by the Minister, he may refer the matter to arbitration, as provided in §34.

#### *DIVISION 5.—Ages of Persons Employed in Factories and Certificates.*

40. No child shall, unless by special permission of the Minister, be employed in any factory ; and no such special permission shall be given to a child under the age of 13 years.

41. The Minister may, by Order, prohibit the employment in any factory or class of factory, at or in connection with any machinery described in such Order as dangerous, of males under the age of 16 years or of females in any work in which he considers it undesirable that they should be employed.

Where in any factory there is a contravention of any such Order, the occupier of the factory, who has been served with a copy of such Order, shall be deemed to be guilty of an offence against this Part of this Act.

42. No male under 18 years of age and no female shall be employed continuously in a factory for more than five hours without an interval of at least half an hour for a meal.

43. (1) No male under 16 years of age and no female shall be employed in a factory for more than 48 hours in any one week :

Provided that any such person may be employed overtime in a factory for a period not exceeding three hours in any day beyond the ordinary working hours on not more than 30 days in a year, or by the written permission of the Minister, where he is satisfied that an extension of overtime is required to meet the exigencies of trade, for not more in all than 60 days in a year.

No such person, however, may be employed overtime on more than three consecutive days, and such overtime shall be paid for at the rate of time-and-a-half. Such payment shall be made at intervals of not more than one month.

The occupier shall keep a record of all such overtime, and shall note against the name of each person so employed the hours of overtime worked by him or her, and shall furnish a copy of such record to the inspector when called upon to do so.

(2) Notice of having availed himself of the proviso to Sub-section (1) of this Section shall be given by the occupier of the factory to an inspector or such other person as the Minister may name, within 48 hours after the commencement of the working of such overtime, and a copy thereof shall be affixed in the factory within such period. The notice shall be accompanied by a statement signed by the occupier of the facts on which he relies to show that such working was *bonâ fide* for the purpose of meeting the exigencies of trade.

(3) The occupier of a factory shall keep a record each week, in the form and containing the particulars prescribed, of the occasions on which he avails himself of the said proviso.

(4) If the Minister is not satisfied that such working was *bonâ fide* for the purpose of meeting the exigencies of trade, he shall give notice in writing of his dissatisfaction to the occupier ; and unless the occupier within one month from such notice proves to the satisfaction of the Minister that such working was *bonâ fide* for such purpose, the Minister shall direct that a record be made that the working was not *bonâ fide* for such purpose.

(5) If the Minister directs such record to be made in regard to any occupier of a factory three times within any twelve months, such occupier shall not thereafter at any time be entitled to avail himself of the said proviso unless by the special permission of the Minister.

(6) If any person contravenes any provision of this Section he shall be liable on conviction to a penalty for the first offence not exceeding five pounds, and for any subsequent offence not exceeding twenty pounds.

44. No person mentioned in Schedule Two to this Act shall to the extent mentioned therein be employed in the factories or parts thereof mentioned in that Schedule, and notice of the prohibition shall be posted by the occupier in every factory to which it applies.

45. (1) A person under the age of 16 years shall not be employed in such classes of factories as may from time to time be determined by regulation unless the occupier of the factory has obtained a certificate in the prescribed form of the fitness of such person for employment in that factory.

(2) A certificate of fitness for the purposes of this Part of this Act may be granted by any legally qualified medical practitioner, and shall be to the effect that he is satisfied by the production of a certificate of birth or other sufficient evidence that the person named in the certificate of fitness is of the age therein specified, and that such person has been personally examined by

him, and is not incapacitated by disease or bodily infirmity from working daily for the time allowed by law in the factory named in the certificate.

(3) The certificate of birth which shall be produced to such legally qualified medical practitioner may be either—

- (a) a certified copy of the entry in a register of births kept in pursuance of any Act in force for the time being relating to the registration of births of the birth of the person (and such certificate of birth shall be given by the registrar without fee); or
- (b) a statutory declaration made by some competent person as to the age of the person for whom it is desired to obtain a certificate of fitness for employment.

(4) The occupier shall, when required, produce to an inspector at the factory at which a person under 16 years of age is employed the certificate of fitness of such person for employment which he is required to obtain under this Section.

46. No occupier shall employ a male under 16 years of age or a female—

- (a) in any factory,
- (b) in the business of but outside any factory,

between the hours of six o'clock in the evening and six o'clock in the morning, unless in the case of overtime, and subject to the restrictions contained in §33 :

Provided that where it is proved to the satisfaction of the Minister that the custom or exigencies of the trade carried on in any class of factories or parts thereof, either generally or situate in any particular locality, or other reasons, require or make it desirable that such trade should be exempted from the operation of this Section, he may by Order grant to such class of factories or parts thereof a special exemption and for such time as he may think fit.

37. Where an inspector is of opinion that a person under the age of 16 years is, by disease or bodily infirmity, incapacitated for working daily for the time allowed by law in a factory, he may serve written notice thereof on the occupier, requiring that the employment of such person be discontinued from the period named therein, not being less than one nor more than seven days after the service of such notice; and the occupier shall not continue after the period named in such notice to employ such person (notwithstanding a certificate of fitness has been previously obtained for such person) unless a legally qualified medical practitioner has, after the service of the notice, personally examined such person and has certified that such person is not so incapacitated as aforesaid.

48. No female shall be employed during the four weeks immediately after her confinement.

49. (1) In any factory where any Chinese works, and in any other factory where any person is employed in preparing or manufacturing articles of furniture, no person shall work, or shall employ or authorise or permit any person whomsoever to work, on any day before half-past seven o'clock in the morning or after six o'clock in the evening, or on a Saturday after one o'clock in the afternoon, or on Sunday at any time whatever; and no portion of a factory used for the purpose of preparing or manufacturing goods or articles for trade or sale shall at any time be used as a sleeping-place.

(2) If any person offends against any of the provisions of this Section, he shall for each and every day in which he offends be liable on conviction to a penalty for the first offence not exceeding ten pounds, and for a second or subsequent offence not exceeding twenty-five pounds; and the registration of a factory, the occupier of which is convicted under this Section of a third offence, shall be forthwith cancelled by the Minister.

- (3) In any prosecution for an offence against this Section, evidence—
- (a) that at any time during which work is prohibited by this Section in any factory sounds have been heard, such as would ordinarily be heard if made by persons engaged in such factory in the usual work therein carried on, and
  - (b) that during such time any member of the police force or inspector was refused or could not gain immediate admission to such factory.

shall be proof that the provisions of this Section have been contravened by the defendant.

(4) In order to meet the exigencies of trade the Minister may, subject to the conditions and restrictions imposed in §43, suspend the operation of this Section relating to the working hours in any one or more factories for any period not exceeding two months.

#### DIVISION 6.—*Shops.*

50. (1) Except as hereinafter provided, a male under 16 years of age or a female under 18 years of age shall not work in or in connection with any shop for a longer time than 52 hours in any one week, or for a longer time than 9½ hours in any one day, except on one day in each week, when 11½ hours' work may be done, but such shall not apply to the occupier of a shop or any member of the occupier's family employed in such shop.

(2) Any such person may, however, be employed in a shop for a period not exceeding three hours on any day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connection with a shop any such male or female is so employed shall not exceed 52.

(3) No male under 18 years of age and no female shall be employed continuously in a shop for more than five hours without an interval of at least half-an-hour for a meal.

(4) No male under 16 years of age and no female under 18 years of age shall be employed during any day in any shop, or at any work in connection with a shop, if he or she has been previously employed the same day in a factory for eight hours, or in any case for a longer period than will together with the time during which he or she has been so previously employed complete the number of eight hours.

(5) The occupier of a shop in which or in connection with which any contravention of this Section occurs shall on conviction be liable to a penalty for the first offence of not more than two pounds, and for every subsequent offence of not less than two pounds or more than five pounds.

Nothing in this Section shall apply to shops of the classes included in Schedule Three to this Act.

51. The Governor may, subject to the provisions of this Part of this Act, make regulations under which males under 16 years of age and females under 18 years of age may be employed in any shops of the classes included in Schedule Three to this Act.

#### DIVISION 7.—*Miscellaneous.*

52. (1) Every breach or contravention of this Act, or the regulations thereunder, shall be reported to the Minister by the inspector in manner prescribed, and no prosecution shall be instituted without the authority of the Minister.

(2) In a prosecution for any such breach or contravention, an authority to prosecute, purporting to have been signed by the Minister, shall be evidence of such authority without proof of the Minister's signature.

53. No occupier of a factory or shop shall contract with any employee against any liability under this Part of this Act.

54. All penalties imposed by this Act, or the regulations made thereunder, may be recovered summarily before a stipendiary or police magistrate or any two or more justices of the peace.

55. Any order or notice to be served under this Part of this Act, or the regulations hereunder, and any summons to be served in respect of any breach or contravention of the provisions of this Part of this Act, or the regulations hereunder, or for the recovery of any penalty, shall be deemed to be duly served upon the occupier of a factory, or a shop, if such order, notice, or summons be affixed to the door or some other conspicuous part of the factory or shop.

56. If a factory or shop is not kept in conformity with this Part of this Act, or of the regulations hereunder, or if in any factory, or shop, there is a contravention or breach of any of the provisions of this Part of this Act, or of the regulations hereunder, or if the occupier of a factory or shop fails to comply with an order or request made by the Minister or an inspector in pursuance of this Part of this Act or regulations hereunder, the occupier shall on conviction, if no other penalty is provided, be liable to a penalty not exceeding ten pounds. The magistrates or justices, in addition to or instead of inflicting a penalty, may order certain means to be adopted by the occupier within some time to be named in the order for the purpose of bringing his factory or shop into conformity with this Part of this Act, and may upon application enlarge the time so named; and if, after the expiration of the time originally named or enlarged upon subsequent application the order is not complied with, the occupier shall be liable to a penalty not exceeding one pound for every day that such non-compliance continues.

57. Where any person is employed in a factory or shop contrary to the provisions of this Part of this Act, the occupier of the factory or shop shall be liable to a penalty not exceeding two pounds, or if the offence was committed during the night, three pounds for each person so employed. A person who is not allowed time for meals as required by this Part of this Act, or is in contravention of the provisions of this Part of this Act employed in the factory or shop, shall be deemed to be employed contrary to the provisions of this Part of this Act.

58. The parent or guardian having control of a male person under 16 years of age, or female person under 18 years of age shall, if such person is employed in a factory or shop contrary to the provisions of this Part of this Act, be liable, on summary conviction before a stipendiary or police magistrate or any two or more justices of the peace, to a penalty not exceeding twenty shillings for each offence, unless it appears that such offence was committed without the consent, connivance, or wilful default of the parent or guardian.

59. Where a male or female employee is in the opinion of the court apparently of the age alleged by the informant, it shall lie on the defendant to prove that such employee is not of that age.

60. Any person who forges or counterfeits any certificate for the purposes of this Part of this Act (for the forgery or counterfeiting of which no other punishment is provided), or who knowingly utters or make use of any certificate so forged or counterfeited, or who personates any person named in a certificate,



shall be liable to imprisonment for a term not exceeding twelve months, with or without hard labour. Any person who wilfully makes a false entry in any book, register, notice, certificate, list, record, or document required by this Part of this Act to be kept or served, or who wilfully makes or signs a false declaration or return under this Part of this Act, or who knowingly makes use of any false entry or false declaration or return, shall, on summary conviction before a stipendiary or police magistrate, or any two or more justices of the peace, be liable to a penalty not exceeding twenty pounds for each offence, or to be imprisoned for a term not exceeding three months, with or without hard labour.

61. Where the occupier of a factory is charged with an offence against this Part of this Act, or the regulations hereunder, he shall be entitled upon information duly laid by him to have any other person whom he charges to be the actual offender brought before the magistrate or justices at the time appointed for hearing the charge, and if, after the commission of the offence has been proved, the occupier of the factory proves to the satisfaction of the magistrate or justices that he used due diligence to enforce the provisions of this Part of this Act and regulations hereunder, and that the said other person committed the offence in question without his knowledge, consent, or connivance, the said other person shall be summarily convicted of such offence, and the occupier shall be exempt from any penalty.

62. In addition to the powers already conferred, the Governor may, by notice in the Gazette, from time to time, make, alter, and repeal regulations—

- (a) for prescribing forms of notices to be given and returns and records to be made under this Act, and the particulars to be set forth therein ;
- (b) to provide for the increase or reduction of the temperature of any rooms in a factory or shop ;
- (c) to prescribe the precautions to be taken against the risk of accident in a factory, and to impose on certain persons the duty of seeing that such precautions are taken ;
- (d) to require the adequate lighting of any factory or portion thereof ;
- (e) to prescribe the cubical spaces and the amount of ventilation for each person employed in a factory or in a room in a factory, and to prevent the overcrowding of persons so employed ;
- (f) to prescribe the material of the flooring and ceiling of factories ;
- (g) to prescribe the dimensions of dressing-rooms in factories or shops ;
- (h) to regulate closet accommodation in factories and shops with regard to situation, design, construction, material, approach, space, and ventilation, as may be necessary for decency or the health and convenience of employees, and to secure proper sanitation ;
- (i) prescribing that separate closet accommodation for members of each sex employed in a factory or shop, and who are not all members of the same family, shall be provided ;
- (j) to compel the supply of sufficient wash-basins and water for the use of employees in factories or shops ;
- (k) to compel the supply of sufficient cold drinking-water for the use of such employees ;

- (l) to compel the fencing of stairways, tanks, vats, and grind-stones in factories ;
- (m) extending the provisions of §24 of this Act so as apply to shops or any specified classes of shops ;
- (n) extending the provisions of Sub-section (1) of §39 of this Act, so as to apply to shops or to any specified classes of shops ;
- (o) regulating the construction of doors of exit in any specified classes of shops, and providing for uninterrupted exit by such doors during working hours ;
- (p) generally, for carrying into effect the provisions of this Act ;
- (q) imposing any penalty not exceeding twenty pounds for the breach of any regulation made under this Section :

Provided that the Minister by Notification in the Gazette may exempt any shops or classes of shops from any regulations made under paragraph (i) or paragraph (m) of this Section, and may amend or revoke any such Notification.

### PART III.—MINIMUM WAGE, OVERTIME, AND TEA-MONEY.

63. In this Part of this Act—

“ Employer ” means—

- (a) any person for whom a workman or shop-assistant works, and includes any agent, manager, foreman, or other person acting, or apparently acting, in the control of any workman or shop-assistant ;
- (b) any person, company, or association employing persons in a factory, warehouse, or shop, or occupying any office, building, or place used as a factory, warehouse, or shop and includes any agent, manager, foreman, or other person acting, or apparently acting, in the general management or control of a factory, warehouse, or shop.

“ Factory ” means factory as defined in Part II of this Act.

“ Shop-assistant ” and “ shop ” mean respectively shop-assistant and shop as defined by the Acts relating to early closing.

“ Workman ” means—

- (a) any person employed at any handicraft, or in preparing or manufacturing any article for trade or sale, and includes any person employed in a bakehouse, or laundry, or in dye-works, but does not include any inmate of an institution of a charitable nature ;
- (b) any person who is employed in a factory or who works in a factory at any kind of work whatever.

64. (1) A workman works overtime within the meaning of this Part of this Act when he works more than 48 hours in any week or after six o'clock in the evening on any working day.

(2) A shop-assistant works overtime within the meaning of this Part of this Act when he works more than one half-hour after the closing time of the shop in terms of the Acts relating to early closing.

#### *Minimum Wage.*

65. No workman or shop-assistant shall be employed unless in the receipt of a weekly wage of at least four shillings, irrespective of any amount earned as overtime.

Whosoever employs any such person in contravention of this Section shall be liable to a penalty not exceeding two pounds.

66. Whosoever, either directly or indirectly, or by any pretence or device, requires or permits any person to pay or give, or receives from any person any consideration, premium, or bonus for the engaging or employing by him of any female in preparing, working at, dealing with, or manufacturing articles of clothing or wearing apparel for trade or sale shall be liable on conviction to a penalty not exceeding ten pounds; and the person who has paid or given such consideration, premium, or bonus may recover the same in any court of competent jurisdiction from the person who received the same.

*Overtime and Tea-Money.*

67. (1) Where a workman or shop-assistant, being a male under 16 years of age or a female, works overtime, his employer shall, unless exempted under this Section, pay such workman or shop-assistant not less than three-pence for every hour or portion of an hour of the overtime worked.

Such overtime shall be paid for at intervals of not more than one month.

(2) Provided that where it is proved to the satisfaction of the Minister that, by reason of the custom or exigencies of any trade or employment, or for other reason, it is desirable to exempt such trade or employment with regard to males under 16 years of age, either generally or in any particular locality, from the operation of this Section, he may grant such exemption for such time as he thinks fit.

(3) Provided also that payment for overtime may be claimed either under this Section or under §43 of this Act.

(4) If any employer fails to carry out the provisions of this Section he shall be liable to a penalty not exceeding two pounds.

68. Where any workman or shop-assistant, being a male under 16 years of age or a female, is required by his employer to work overtime on any day, the employer shall on such day pay such workman or shop-assistant a sum of not less than sixpence as tea-money, and if he fails to carry out the provisions of this Section he shall be liable to a penalty not exceeding two pounds.

*Supplemental.*

69. (1) Every employer shall—

- (a) keep a record, in the form prescribed, of overtime worked by such of his workmen or shop-assistants as are males under 16 years of age or females;
- (b) produce such record and furnish extracts therefrom to an inspector appointed as hereinafter provided when called upon to do so.

(2) If any employer fails to carry out any of the provisions of this Section, he shall be liable to a penalty not exceeding ten pounds.

70. (1) An inspector appointed under Part II. of this Act may, in addition to the powers thereby conferred on him—

- (a) at any reasonable hour, by day or night, enter any building, room, or place where he has reasonable cause to believe a workman or shop-assistant is employed;
- (b) examine any workman or shop-assistant, either alone or in the presence of any other person, with respect to any matter dealt with in this Part of this Act, and require him to sign a declaration of the truth of the matters in respect of which he is so examined;

(c) require the production of and examine and take extracts from any record required by this Part of this Act to be kept.

(2) Any person who obstructs any such inspector in the exercise of his powers under this Section, or who by word or act, or by concealing any person, prevents the examination as aforesaid of any workman or shop-assistant, shall be liable to a penalty not exceeding twenty pounds.

71. The Governor may make regulations for carrying out the provisions of this Part of this Act, and prescribing the forms to be used in its administration, and may in such regulations impose any penalty not exceeding ten pounds for any breach of the same.

A copy of such regulations shall be laid before both Houses of Parliament without delay.

72. Contraventions or breaches of this Part of this Act, or of the regulations made hereunder, shall be reported to the Minister by inspectors, and no proceedings in respect thereof shall be instituted without the authority of the Minister.

73. The penalty for any such contravention or breach may be recovered before a stipendiary or police magistrate, or any two justices of the peace in petty sessions: Provided that proceedings for recovering any such penalty must be commenced within three months after such contravention or breach.

#### *Savings.*

74. This Part of this Act shall not apply where all the persons employed as workmen and shop-assistants are members of the employer's family, related in the first or second degree by blood or first degree by marriage to the employer.

#### *SCHEDULE ONE.*

Reference to Acts.	Short Title.
60 Vic. No. 37 .. ..	Factories and Shops Act of 1896.
Act No. 29, 1908 .. ..	Minimum Wage Act, 1908.*
Act No. 28, 1909 .. ..	Factories and Shops (Amendment) Act, 1909.†

#### *SCHEDULE TWO.*

##### *Factories in which the Employment of Persons is Restricted.*

1. In a part of a factory in which there is carried on—
  - (a) the process of silvering of mirrors by the mercurial process; or
  - (b) the process of making white-lead—
 a person under 18 years shall not be employed.
2. In the part of a factory in which the process of melting or annealing glass is carried on, a male person under 16 years of age and a female under 18 years of age shall not be employed.
3. In a factory in which there is carried on—
  - (a) the making or finishing of bricks or tiles, not being ornamental tiles; or
  - (b) the making or finishing of salt—
 a female under 18 years of age shall not be employed.

\* Text E.B. IV., p. 104.

† Text E.B. VII., p. 181, No. 5, and Text E.B. VII., p. 165.

4. In a part of a factory in which there is carried on—  
 (a) any dry grinding in the metal trade;  
 (b) the dipping of lucifer matches—  
 a person under 16 years of age shall not be employed.
5. No person under 16 years of age shall be employed at or in connection with any manufacturing process or machine where continuous casting from molten lead or any combination thereof is carried on in a printing establishment.

### SCHEDULE THREE.

Chemists' shops; coffee-houses; confectioners; eating-houses; fish and oyster shops; fruit and vegetable shops; restaurants; booksellers' and newsagents' shops; tobacconists' shops; hotels.

15. **An Act to consolidate the laws relating to banks and Bank Holidays.** (No. 43, 1912.) Assented to 26th November, 1912.
16. **An Act to consolidate the Acts relating to Friendly Societies.** (No. 46, 1912.) Assented to 26th November, 1912.
17. **Amendment of Schedule of "Industrial Arbitration Act, 1912."\*** 14th December, 1912. (N.S.W. Industrial Gazette 1912, II., 758.)

His Excellency the Governor, with the advice of the Executive Council, has, in pursuance of the provisions of §16 (1) of the Industrial Arbitration Act, 1912, and in accordance with the resolution passed by the Legislative Council and Legislative Assembly of New South Wales, been pleased to approve that there be added to the industries and callings mentioned in the second column of Schedule One to that Act certain industries and callings, as follows:—

INDUSTRIES AND CALLINGS.	PLACE WHERE ADDED.
Tuckpointers, tilayers .. .. .	After the words "slate workers," in the Building Trades group of industries.
Billiard markers, medical school laboratory and microbiology department attendants.	After the words "public charitable institutions," in the Domestic group of industries.
Candied-peel makers, employees in meat preserving works, poulterers and assistants.	After the words "jam factory employees," in the Food Supply and Distribution (No. 1) group of industries.
Persons engaged throughout the State of New South Wales in the manufacture of butterine and margarine, and in butter, cheese and bacon factories, and persons employed in the milk industry in the County of Cumberland, including employees of dairymen and milk vendors.	After the words "cooling chamber employees," in the Food Supply and Distribution (No. 2) group of industries.
Wood-carvers, pianoforte makers, billiard-table makers, loose cover cutters, carpet cutters and fixers, and box and case makers.	After the words "bamboo workers," in the Furniture Trades group of industries.

\* Text E.B. VIII., p. 187.

INDUSTRIES AND CALLINGS.	PLACE WHERE ADDED.
Wire-workers, wire-fence, nail and tubular gate makers, iron-pipe makers, moulders, grinders, dressers, and polishers of any metal, and brass finishers, canister-makers, metal-ceiling employees and sheet-metal fixers; employees engaged in the manufacture of metallic bedsteads, metallic cots, metallic chair-beds, and metal parts of perambulators, waggon and carriage makers and repairers, agricultural and pastoral implements, and machinery makers and repairers, stove, oven and grate makers and repairers and piano frame makers, ship joiners and ship carpenters, and all other persons engaged in the iron and ship-building trades.	After the words "wire netting makers," in the Iron and Ship-building Trades group of industries.
Leather dressers, and boot, shoe, and slipper repairers.	After the words "basil-workers," in the Leather Trades group of industries.
Persons engaged in the demolition of buildings, sewer miners, lime-burners and makers, surveyors' labourers.	After the words "timber-getters and carters," in the Labourers' group of industries.
Sail, tent, and tarpaulin and canvas makers . . .	After the words "shale products," in the Manufacturing (No. 1) group of industries.
Goldsmiths, silversmiths, gilders, chasers, engravers, lapidaries, persons engaged in the manufacture or repair of watches, clocks, electro-plate ware, spectacles, optician employees (mechanical), wholesale drug factories' employees, coffee and other mill employees, persons employed in or in connection with the manufacturing and refining of sugar, and in all the products of sugar-cane.	After the words "electro-platers," in the Manufacturing (No. 2) group of industries.
Employees engaged in or in connection with mining for minerals other than coal or shale, and all persons engaged in and about diamond and gem-bearing mines.	After the words "reduction works," in the Metalliferous Mining (general) group of industries.
Employees in any branch of the process of photography, employees in dental workrooms, and theatrical employees.	After the words "warehouse employees," in the Professional and Shop Workers group of industries.
Trimmers . . . . .	After the word "firemen," in the Shipping group of industries.
Caretakers and cleaners employed in or in connection with any place of business, employees engaged in the working and maintenance of privately-owned railways.	After the word "watchmen," in the miscellaneous group of industries.
Turnstile hands, ticket and change hands, wharf cleaners, and all other persons employed in connection with ferry services.	After the words "ferry boats," in the Shipping group of industries.

18. An Act to amend the Miners' Accident Relief Act, 1900, the Miners' Accident Relief (Amendment) Act, 1901, and the Miners' Accident Relief (Amendment) Act, 1910\* ; and for other purposes. (No. 69, 1912.) Assented to 20th December, 1912.

19. An Act to amend the Friendly Societies (Amendment) Act, 1906.† (No. 1, 1913.) Assented to 7th January, 1913.

20. Regulations under the Factories and Shops Act No. 39, 1912, 29th April, 1913. (Government Gazette No. 77, of 14th May, 1913 ; N.S.W. Industrial Gazette III., 829.)

[EXTRACT.]

[(1, 2) Air space and ventilation (3-8).—Temperatures (9-11).—Cleaning (12).—Adequate lighting (13).—Dressing rooms (14).—Closet accommodation (15).—Lavatory accommodation (16).—Drinking water (17).—Mode of conducting arbitrations (18).—Risk of accident (19, 20).]

19. (4) An occupier of a factory or any person in control of any boy under 16 years of age or of any female shall, when any mill-gearing is in motion by mechanical power, not permit or allow such person to—

(a) Oil or grease any portion of such mill-gearing.

(b) Put on or put off or adjust or tighten or lace any belt or belting of such mill-gearing, or attempt so to do.

(c) Go on or remain on any overhead staging erected for the purpose of serving any such mill-gearing.

(5) An occupier of a factory or any person in control of any boy under 18 years of age, or any female, shall not permit or allow such person to :—

(a) Be in charge of any engine or boiler ;

(b) Attend to any engine or boiler, unless the inspector is satisfied that such act done by such person is under the direct supervision of a competent person.

(7) In any factory where machinery is moved by mechanical power, no female shall be employed at or near, or about, such machinery or in any room where she may have occasion to pass such machinery, whilst her hair is not covered or closely fastened to her head or whilst she is wearing flowing hair or neck ribbons or laces or such loose articles of dress.

Electrical switchboards and generators (21).—Floors and ceilings of factories (22, 23).—Doors opening outwards and construction of same (24).—Means of extinguishing fire (25).—Forms for the registration of factories, record of employees, homework, over time, etc. (26-46).

*Certificates of Fitness.*

47. Certificates of fitness for employment must be obtained in all factories :—

(a) In which or in connection with which steam or other mechanical power is used.

(b) In which or in connection with which work is carried on incidental to the following businesses, manufactures or trades :—Aerated water works ; bake-houses ; blast furnaces ; bleaching and dyeing works ; bookbinding works ; brick and tile works ; candle, soap and tallow works ; chemical works ; cigars ; cigarettes, and tobacco works ; coach-building works ; copper mills ; die-sinking and engraving works ; earthenware works ; foundries ; galvanising works ; glass and glass bottle works ; glass bevelling and cutting ; glass silvering and staining iron mills ; lead and shot works ; manure works, bone mills, glue works, etc. ; metal works (that is to say) : any works in which the manufacture of any article of metal is carried out ; paint works ; painting and varnishing ; plumbers' works ; printing works ; rope works ; stone-dressing works ; tinware works ; varnish works ; whitelead works ; wire works ; woolwash and fell-mongery, and in such other cases as the Minister may, by written notice, require, forms for examination by legally qualified medical practitioners and reports of inspectors.

\* Title E.B. X. p. 261, No. 5.

† Title E.B. III., p. 87, No. 8.

21. An Act to amend the Coal Mines Regulation Act, 1912 ; to bring certain persons under the Public Service Act, 1902 ; and for purposes consequent thereon or incidental thereto. (No. 11, 1913.) Assented to 15th October, 1913.

22. An Act to prohibit the use of white phosphorus in the manufacture of matches ; to prohibit the sale of matches made with white phosphorus ; to amend the Factories and Shops Act, 1912 ;\* and for purposes consequent thereon or incidental thereto. (No. 1, 1915.) Assented to 9th February, 1915.

1. This Act may be cited as the " White Phosphorus Matches Prohibition Act, 1915," and shall come into operation on 1st June, 1915.

2. In this Act, " White phosphorus " means the substance usually known as white or yellow phosphorus.

This definition shall be inserted at the end of §3 of the Factories and Shops Act, 1912.

3. If any person manufactures or causes to be manufactured any matches in the manufacture of which white phosphorus is used he shall be liable to a penalty not exceeding twenty pounds. Such penalty may be recovered in a court of petty sessions, and such court may, in addition to imposing any such penalty, forfeit any white phosphorus, or any matches made with the same, which are apparently in the possession of the said person.

4. If any person sells, or offers or exposes for sale, or has in his possession for the purposes of sale, any matches made with white phosphorus, he may, on complaint to a court of petty sessions, be ordered to forfeit any such matches in his possession. Any matches so forfeited shall be destroyed or otherwise dealt with as the court may think fit.

5. The Factories and Shops Act, 1912,\* is amended :—

(a) in §1 by the insertion after the words : " Division 3.—*Sanitary Arrangements*, etc., §§20-30 " of the words " Division 3A.—*White Phosphorus*—§§30A-30B " ; and

(b) by the insertion next after §30 of the following short heading and Sections :—

#### DIVISION 3A.—*White Phosphorus*.

30A. Any factory in which white phosphorus is used in the manufacture of matches shall be deemed to be a factory not kept in conformity with this Act.

30B. The occupier of a factory in which the manufacture of matches is carried on shall allow an inspector at any time to take for analysis sufficient samples of any material therein in use or mixed for use, and if he refuses to do so he shall be liable to a penalty not exceeding twenty pounds.

Provided that the inspector, at the request of the said occupier, shall divide any such sample into two parts, to be then and there separated, and shall label or mark and seal or fasten up each part in such manner as its nature will permit, and shall deliver one of the said parts to the said occupier, or his agent or servant, and shall retain the other part for analysis.

## 2. VICTORIA.

**An Act to amend the Friendly Societies Acts.** (No. 2533.) 5th October, 1914.

\* Text E.B. X., p. 264, No. 14.



## 3. QUEENSLAND.

1. An Act to enable the Government to assist persons in receipt of small incomes to provide homes for themselves. (No. 10, 1909.) Assented to 22nd December, 1909.)

2. An Act to amend the Workers' Compensation Act of 1905\* by extending its provisions to cases of disablement for three days and upwards, by extending the time during which compensation shall be payable. (No. 16, 1909.) Assented to 29th December, 1909.

1. This Act may be cited as "The Workers' Compensation Act Amendment Act of 1909," and shall read as one with "The Workers' Compensation Act, 1905,"\* herein referred to as the Principal Act.

2. (1) In paragraph (i.) of Sub-section 2 of §4 of the Principal Act, the words "two weeks" are repealed, and the words "three days" are inserted in lieu thereof.

(2) In clause B and in provisoes (a) and (b) of paragraph (i.) of Rule 1 of the Schedule to the Principal Act, the words "after the second week," wherever these words occur, are repealed.

3. Regulations under the Workers' Dwellings Act of 1909.† 23rd February, 1910.

4. An Act to make better provision for the regulation and inspection of mines. (No. 24, 1910.) Assented to 7th January, 1911.

## [EXTRACT.]

32. (1) No person under the age of 21 years shall act as mine manager.

(2) No person under the age of 18 years shall be employed as brackman, platman, or lander in or on any mine, or be allowed to handle, charge, or fire explosives.

(3) No boy under the age of 16 years, except with the written permission of the Chief Inspector of Mines, and who has passed the fifth standard at school, and who has also obtained a doctor's certificate as to his physical fitness, and no female shall be employed below ground in any mine. No such permission shall be granted with respect to any boy under the age of fourteen years.

(4) In dangerous ground, no workman shall be employed alone unless there is some person within easy hearing.

36. No person other than a watchman or caretaker in charge of machinery used in connection with any mine shall be so employed for more than eight consecutive hours at any time, or for more than eight hours in any 24 hours. Such period of eight hours shall be exclusive of :—

(a) any time occupied in raising or exhausting steam, or in drawing fires in connection with the machinery in his charge ; and

(b) meal times ; and

(c) any time in which such person is employed in case of breakage or other emergency.

37. (1) No person shall do or cause or permit to be done any work in or about a mine on Sunday unless such work is :—

(a) that of watchman or caretaker for the protection of property in or about the mine ;

\* Text E.B. III., p. 88, No. 2.

† See No. 1 above.

(b) in connection with smelting or roasting furnaces, or ore reduction plants using chemicals in a continuous process ;

(c) examination of shafts, ropes, and other appliances, or repairs or cleaning above or below ground which cannot be done upon any other day without unduly interfering with the working of the mine, and which are necessary to enable work to be resumed at the close of Sunday ;

(d) pumping or otherwise clearing a mine from water so that work may be resumed at the close of Sunday ;

(e) sinking any shaft in wet ground when, in the opinion of the inspector, the inflow of water is so serious as to necessitate continuous work ;

(f) necessitated by a dangerous emergency ;

(g) authorised by an inspector, as hereinafter provided.

(2) Every owner, agent or manager who employs a workman to do work on a Sunday contrary to this Act shall be liable to a penalty not exceeding £5 for every workman so employed.

38. An inspector, on being satisfied that the employment of labour on a Sunday is necessary to avoid the risk of damage to the underground workings, machinery, or equipment of a mine, or serious delay in the subsequent working of the mine, may give a permit for such employment by writing, stating therein :—

(a) the reasons therefor ;

(b) the number of workmen who may be employed ;

(c) the nature of the work to be performed ; and

(d) the period for which the authority shall extend.

Permits granted in accordance with this Section shall be posted at a conspicuous place at the surface brace.

**5. An Act to authorise the construction and establishment of sugar works by means of moneys advanced by the State, and to provide for the repayment of such moneys and for the maintenance, management and control of such sugar works, and for other purposes connected therewith. (No. 8, 1911.) Assented to 26th October, 1911.**

**6. An Act to consolidate and amend the law relating to State children. Assented to 30th November, 1911.**

67. (1) Any person who causes or procures any child to be in any public place other than premises licensed according to law for public entertainments for the purpose of singing, playing or performing for profit, or offering anything for sale, between seven o'clock in the evening and six o'clock in the morning, shall be liable to a penalty not exceeding twenty-five pounds or to imprisonment, with or without hard labour, for any period not exceeding six months.

(2) Any child under the age of 14 years who is employed or engaged in any circus or acrobatic or other entertainment or exhibition by which his life, education, health or safety is likely to be lost or prejudiced or endangered, shall be deemed a neglected child for all the purposes of this Act ; and any person so employing or engaging any such child shall be guilty of an offence.

**7. An Act to amend §§5 and 7 of the Workers' Dwellings Act of 1909\* in certain particulars. (No. 27, 1911.) Assented to 9th January, 1912.**

**8. Regulations under the State Children Act of 1911.† 18th July, 1912.**

\* See No. 1 on preceding page.

† See No. 6 above.

9. An Act to make provision for holidays and for other purposes connected therewith and to repeal the Bank Holidays Acts, 1904-1906. (No. 17, 1912.) Assented to 5th December, 1912.

10. An Act to make better provision for industrial peace and for purposes incidental to that object. (No. 19.) Assented to 7th December, 1912.

PART I.—PRELIMINARY.

1. This Act may be cited as "The Industrial Peace Act of 1912."
2. This Act is divided into Parts, as follows :—

PART I.—*Preliminary.*

PART II.—*The Industrial Court.*

PART III.—*Industrial Boards.*

PART IV.—*Breaches of Awards and other Offences.*

PART V.—*Lock-outs and Strikes.*

PART VI.—*Miscellaneous.*

3. In this Act, unless the context otherwise indicates, the following terms have the meanings respectively set out against them, that is to say :

"Apprentice"—Any person under 21 years of age bound by indentures of apprenticeship for the purpose of being instructed in the knowledge and practice of any calling to which this Act applies for a period of not less than three years : the term does not include a State child within the meaning of "The State Children Act of 1911," or any aboriginal within the meaning of "The Aborigines Protection and Restriction of the Sale of Opium Acts, 1897 to 1901";

"Award"—Award of an Industrial Board or of the Court : the term includes a determination of a Special Board appointed under the repealed Acts in existence at the passing of this Act ;

"Calling"—Any calling, craft, business, or other occupation to which this Act applies ;

"Court"—The Industrial Court constituted by this Act ;

"Crown" includes any State Department and the officers thereof and the corporations respectively of the Railway Commissioner and the Secretary for Public Instruction in Queensland, and the officers of such corporations respectively, but does not include the corporation of the "Treasurer" created under or for the purposes of "The Sugar Works Guarantee Acts, 1893 to 1908," or "The Sugar Works Act of 1911," or any officer of such corporation ;

"Decision" includes any award or order of the Court ;

"Employee"—Any employee, whether on wages or piece-work rates, in any calling to which this Act applies : the term includes any person whose usual occupation is that of employee in such calling : the term does not include the Crown or any person in the public service of the Crown : also, the term does not include any member of a family in the employment of a parent, or any aboriginal within the meaning of "The Aborigines Protection and Restriction of the Sale of Opium Acts, 1897 to 1901";

"Employer"—Any person, company, corporation, firm, or association employing or usually employing one or more employees, whether on behalf of himself or any other person : the term includes the managing director or the manager of any company,

firm, or association corporate or unincorporate, and every manager for any employer, also local authorities, harbour boards, water authorities, the Metropolitan Water and Sewerage Board, and all other local bodies constituted by or under any Act : the term does not include the Crown ;

“ Improver ”—Any person under 21 years of age who receives a lower wages price or rate than that fixed by any award for ordinary adult employees, or who, being over 21 years of age, holds a licence to work as an improver : the term includes every apprentice who is bound under indentures for a period of less than three years, but does not include any other apprentice or any young worker : the term does not include a State child within the meaning of “ The State Children Act of 1911,”\* or any aboriginal within the meaning of “ The Aborigines Protection and Restriction of the Sale of Opium Acts, 1897 to 1901 ” ;

“ Industrial agreement ”—An industrial agreement made under the repealed Acts and subsisting at the passing of this Act, or an industrial agreement made under this Act ;

“ Industrial association ”—Any association, society, organisation, or union whatsoever of persons, firms, or companies, whether of employers or of employees, and whether registered under any law or unregistered, having as its principal object the protection or furtherance of the privileges, rights, or property of its members in connection with industrial matters ;

“ Industrial Board ” or “ Board ”—A Special Board appointed under the repealed Acts, or an Industrial Board appointed under this Act ;

“ Industrial dispute ”—Any dispute as to any industrial matter ; the term does not include any dispute as to any industrial matter arising in connection with employment by or under the Crown ;

“ Industrial matters ”—Matters or things affecting or relating to work done or to be done or the privileges, rights or duties of employers or employees in any calling to which this Act applies, or of persons who intend or propose to be employers or employees in any such calling, not involving questions which are or may be the subject of proceedings for an indictable offence :

Without limiting the ordinary meaning of this definition, the term includes all or any matters relating to—

(a) The wages, allowances, or remuneration of any persons employed or to be employed in any calling, or the piece-work or other rates or prices paid or to be paid therein in respect of that employment, including the wages, allowances, or remuneration to be paid for work done during overtime or, subject to this Act, on holidays, or for other special work, and also including the question whether piece-work shall be allowed in any calling :

(b) The hours of employment in any calling, including the lengths of time to be worked to entitle employees therein to any given wages, allowances, remuneration, or prices, and what times shall be regarded as overtime :

(c) The sex, age, qualification, or status of employees, and the mode, terms, and conditions of employment, including the question

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\* See No. 6 on page 288.

whether any persons shall be disqualified for employment in a calling for any reason other than their membership or non-membership of any industrial association :

(d) The number or proportionate number of aged, slow, or infirm workers, apprentices, and improvers that may be employed by an employer in any calling ; and the lowest prices or rates payable to them :

(e) The relationship of master and apprentice :

(f) The employment of children or young workers, or of any person or class of persons in any calling :

(g) The right to dismiss or to refuse to employ or reinstate in employment any particular persons or class of persons in any calling for any reason other than their membership or non-membership of any industrial association :

(h) Any established or alleged established custom or usage of any calling, either general or in any particular locality :

(i) All matters prescribed :

(j) All questions of what is fair and right in relation to any industrial matter having regard to the interests of the persons immediately concerned and of the community as a whole ;

" Judge "—A Judge of the Court, or any acting Judge thereof ;

" Lock-out "—The act of an employer in closing his place of business, or suspending or discontinuing his business or any branch thereof, or a refusal or failure by an employer to continue to employ any number of his employees, with intent—

(a) To compel or induce any employees to agree to terms of employment, or comply with any demands made upon them by the said or any other employer ; or

(b) To cause loss or inconvenience to his employees, or any of them ; or

(c) To incite, instigate, aid, abet. or procure any other lock-out ; or

(d) To assist any other employer to compel or induce any employees to agree to terms of employment, or comply with any demands made by him :

" Minister "—The Minister of the Crown for the time being charged with the administration of this Act ;

" Prescribed "—Prescribed by this Act ;

" Registrar "—The Industrial Registrar appointed under this Act : the term includes any Deputy or Assistant Industrial Registrar so appointed ;

" Regulations "—Regulations made under this Act ;

" Repealed Acts "—" The Wages Boards Acts, 1908 to 1912\* " ;

" Rules of Court "—Rules made by the Court under this Act ;

" Strike "—The act of any number of employees, who are or have been in the employment either of the same employer or different employers, in discontinuing their employment, whether wholly or partially, or in ceasing to work, or in refusing or failing to continue to work therein, or in breaking their contracts of service, or in refusing or failing after any such discontinuance or cessation of work to resume work or return to their employment, the said discontinuance, cessation, breach, refusal, or failure being due to or in pursuance of any combination, agreement, or

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\* Text E.B. III., p. 168, and Text E.B. VII., p. 119.

understanding, whether expressed or implied, entered into by the said employees or any of them with intent—

(a) To compel or induce any such employer to agree to terms of employment, or to employ or cease to employ any person or class of persons, or to comply with any demands made by the employees or any of them or by any other employees ; or

(b) To cause loss or inconvenience to any such employer in the conduct of his business ; or

(c) To incite, instigate, aid, abet, or procure any other strike ; or

(d) To assist employees in the employment of any other employer to compel or induce that employer to agree to terms of employment, or to employ or cease to employ any person or class of persons, or to comply with any demands made by any employees ;

"This Act" includes Rules of Court and Regulations made under this Act ;

"Young worker"—Any person under 21 years of age (other than an apprentice or an improver) who receives a lower wages price or rate than that fixed by any award for ordinary adult employees : the term does not include a State child within the meaning of "The State Children Act of 1911,"\* or any aboriginal within the meaning of "The Aborigines Protection and Restriction of the Sale of Opium Acts, 1897 to 1901."

4. (1) "The Wages Boards Acts, 1908 to 1912,"† are repealed.

(2) Subject to this Act, every Special Board constituted or appointed, or purporting to have been constituted or appointed, under the repealed Acts—a list whereof is set forth in the First Schedule to this Act—shall be deemed to have been constituted and appointed an Industrial Board under this Act, and shall continue in existence for the purposes for which it was appointed ; and for the purpose of the first election and appointment of the members of any such Special Board which has been constituted under the repealed Acts, but the members whereof have not been elected or appointed at the date of the passing of this Act, the repealed Acts shall remain in full force and effect notwithstanding the repeal thereof.

(3) Every determination of a Special Board made or purporting to have been made under or pursuant to the repealed Acts shall be valid and binding as an award of an Industrial Board under this Act.

But any such determination shall in all respects be subject to this Act in the same manner and to the same extent as if it had been made as an award thereunder.

5. This Act applies to the callings enumerated in the Second Schedule to this Act, and to such other callings as the Governor in Council may from time to time, by Order in Council published in the Gazette, declare to be callings within the meaning and for the purposes of this Act, and to all employers and employees in every such calling, but does not apply to any other calling, trade, employment, business, undertaking, or industry whatsoever.

## PART II.—THE INDUSTRIAL COURT.

6. (1) There is hereby constituted a Court to be called the Industrial Court, which shall be a court of record and shall have a seal, which shall be judicially noticed.

\* See No. 6 on page 288.

† Text E.B. III., p. 168, and Text E.B. VII., p. 119.

(2) The Governor in Council shall, by commission in His Majesty's name, appoint the Judge of the Court.

(3) The Governor in Council may, if and as he deems it necessary, in like manner, appoint an acting Judge or acting Judges of the Court.

(4) A Judge or acting Judge so appointed shall be a barrister or solicitor of not less than five years' standing or a Judge of the Supreme Court or District Court.

(5) The salary of a Judge of the Court shall be such amount as is fixed by the Governor in Council as regards the particular Judge, but shall not exceed the salary for the time being of the Puisne Judges of the Supreme Court, and such salary shall not be diminished during his continuance in office.

(6) Notwithstanding anything contained in any other Act, if a Judge of the Supreme Court or District Court is appointed a Judge of the Court, he shall retain his office as a Judge of the Supreme Court or District Court. If a Judge of the Supreme Court, he shall perform the functions of a Judge under this Act without extra remuneration. If a Judge of the District Court, he shall for the performance of the functions of a Judge under this Act receive such extra remuneration as the Governor in Council may fix.

(7) A Judge or acting Judge sitting alone shall constitute the Court ; and, except as is herein otherwise provided, all the powers and functions of the Court may be exercised by any such Judge sitting or acting alone.

(8) If more than one Judge is sitting at the same time, each of them shall constitute the Court.

(9) A Judge of the Court, other than an acting Judge, shall be entitled to hold office for a period of seven years.

A Judge or acting Judge shall be eligible for reappointment, and shall be liable to be removed from office in the same manner and upon the same grounds as a Judge of the Supreme Court is by law liable to be removed from office.

(10) If the period of office of any Judge or acting Judge expires during the continuance of any investigation or any matter on which he has entered as Judge, the Governor in Council may (and from time to time, if necessary), without reappointment, continue him in office for such time as is necessary to enable him to complete such investigation or matter.

7. (1) Subject to this Act, the Court shall have jurisdiction over all industrial matters and industrial disputes in any calling which are submitted to it—

(a) By the Minister or the Registrar as proper to be dealt with by it in the public interest ; or

(b) By an employer employing or usually employing, or any number of employers employing or usually employing, not less than twenty employees in any calling ; or

(c) By not less than 20 employees in any calling ;  
and the Court in the exercise of such jurisdiction shall have all the powers and authorities of a Board, and may make such awards and orders as it thinks proper.

(2) The Registrar may at any time submit to the Court that a Board appointed for any calling has been guilty of wilful or unnecessary delay in making an award with respect to any industrial matter or industrial dispute within its jurisdiction, whereupon the Court may call upon the Board to show cause why the Court should not exercise the functions and jurisdiction of the Board with respect to such matter or dispute.

The Court, if after due inquiry it is satisfied that the Board has been guilty of such delay as aforesaid, may make an order that the functions and jurisdiction of the Board as aforesaid shall be exercisable by the Court.

Upon such order being made, the Court shall have all the jurisdiction, powers, and authorities of the Board, and may make such award and orders with respect to the matter or dispute in question as it thinks proper ; and the Board shall cease to exercise its functions or to have jurisdiction with respect thereto.

(3) Save as last aforesaid, the Court shall not (except by way of appeal under this Act) have jurisdiction over any industrial matter or industrial dispute concerning any calling for which a Board is in existence.

8. (1) There shall be an appeal to the Court against any award of a Board or any part thereof or any proceedings of a Board.

Such appeal may be brought by any person bound by the award or arrived by the proceedings, or by any industrial association interested therein, and shall be commenced within six weeks after the publication of the award in the Gazette or the taking of the proceedings, or within such further time as the Court on an application for extension of time deems proper.

(2) Notwithstanding anything herein contained, the Crown may, at any time after the making of an award by a Board, appeal against such award or any part thereof to the Court. In such case the Governor in Council may, if he thinks fit, by Order in Council published in the Gazette, suspend the award or part thereof appealed against for any period not exceeding three months.

(3) Save as last aforesaid, the pendency of an appeal against an award or part thereof shall not, unless the Court otherwise orders, suspend or delay the operation of such award or part thereof.

(4) On an appeal, the Court may allow any person or industrial association interested to become a party to the proceedings, and may take fresh evidence, and shall have all the powers and authorities of a Board, and may confirm, vary, or rescind the award or make a new award, or may make such other orders as it thinks proper.

(5) The expression "appeal" in this Act includes proceedings by way of prohibition with respect to an award or any proceeding of a Board.

9. The Judge may act as a mediator in any industrial matter or industrial dispute, whether or not it is within the jurisdiction of the Court, in all cases in which it appears to him that his mediation is desirable in the public interest.

10. (1) The Judge may, whenever in his opinion it is desirable for the purpose of preventing or settling an industrial dispute, summon any person to attend, at a time and place specified in the summons, at a conference presided over by himself.

(2) Any person may be so summoned, notwithstanding that he is not connected with the dispute, if the Judge thinks that such person's presence at the conference is likely to conduce to the prevention or settlement of the dispute.

(3) Any person so summoned shall attend the conference and continue his attendance thereat as directed by the Judge, and in default shall be guilty of contempt of court, and, by order of the Judge, shall be liable to a penalty not exceeding one hundred pounds.

(4) The conference may be held partly or wholly in public or in private, at the discretion of the Judge.



(5) Any person so summoned, who attends pursuant to the summons and continues his attendance as directed by the Judge, shall be entitled to be paid by the Crown such (if any) amount as the Judge certifies to be a reasonable recompense for his expenses and loss of time.

11. The jurisdiction of the Court in all industrial matters and industrial disputes, whether original or by appeal, conferred on it by this Act shall be exclusive.

12. (1) In the course of the hearing, inquiry, or investigation (including any compulsory conference summoned by the Judge as hereinbefore provided) of any industrial matter or industrial dispute the Court shall make all such suggestions and do all such things as appear to it to be right and proper for dealing with the matter or bringing about the settlement of the matter or dispute by amicable agreement.

(2) If an agreement is arrived at, a memorandum of its terms shall be made in writing and certified by the Judge, and such memorandum shall be filed in the office of the Registrar, and, unless otherwise ordered and subject as may be directed by the Court, shall have the same effect as, and be deemed to be, an award of the Court.

13. (1) The award of the Court in any industrial matter or industrial dispute shall be framed in such a manner as to best express the decision of the Court and to avoid unnecessary technicality, and shall, subject to any variation ordered by the Court, take effect and have the force of law within the locality specified in the award, and continue in force for a period to be specified in the award not exceeding twelve months from the date thereof unless sooner rescinded or varied.

(2) After the expiration of the period so specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made.

14. The award shall be binding on—

(a) All parties to the industrial matter or industrial dispute who appear or are represented before the Court ;

(b) All parties who have been summoned to appear before the Court as parties to the matter or dispute, whether they have appeared in answer to the summons or not, unless the Court is of opinion that they were improperly summoned before it as parties ;

(c) All industrial associations connected with the calling to which the award applies ;

(d) All members of industrial associations bound by the award ;

(e) All employers and employees in the locality to which the award applies in the calling to which it applies ; and

(f) All persons who, whether as employers or employees, are engaged in that calling in that locality at any time while the award remains in force.

15. (1) Subject to this Act, the Court may rescind or vary any decision, recommendation, direction, appointment, reference, or other act made or done by it.

But no decision shall be varied or reopened except on the application of a party thereto, or of a person or industrial association bound thereby, or affected or aggrieved by the decision or claiming to be so affected or aggrieved.

(2) Where any recommendation of the Court has been acted on and the Court afterwards rescinds or varies the same, it shall be in the discretion of the Governor in Council either to cancel the action taken by him in pursuance

of such recommendation, or to vary it to accord with the rescission or variation of the Court.

16. Save as is provided by the last preceding Section, any decision of the Court, whether acting in its original or appellate jurisdiction, shall be final, and shall not be removable to any other Court by *certiorari* or otherwise.

No decision or proceeding of any kind whatever of the Court shall be challenged, appealed against, reviewed, quashed, or called in question in any other Court or tribunal on any account whatever.

17. (1) The Governor in Council may appoint an Industrial Registrar and one or more assistant Industrial Registrars, who shall have the prescribed powers and duties.

(2) The Governor in Council may appoint any person to act as a deputy for the Registrar for a time not exceeding in any case 30 days while such Registrar is absent from his duties for any cause ; and every such deputy shall while so acting have the same jurisdiction and powers and perform the same duties as if he were the Registrar.

18. The provisions set forth in the Third Schedule to this Act shall be applicable in all matters with respect to which the Court has jurisdiction, whether original or by way of appeal, and shall be observed.

### PART III.—INDUSTRIAL BOARDS.

19. (1) Industrial Boards may be created for any calling to which this Act applies.

No Board shall be created except on the recommendation of the Court.

(2) Before any Board is created, application therefor shall be made to the Registrar.

(3) Such application may be made by—

(a) Such number of employers in any calling as is prescribed by rules of Court ; or

(b) Such number of employees in any calling as is prescribed by rules of Court.

The Registrar shall submit every such application to the Court.

(4) The Court shall inquire into the matter of the application, and furnish its recommendation to the Minister.

(5) The Court may recommend—

(a) The creation of a new Board ; or

(b) That the jurisdiction of an existing Board should be extended to the calling of the applicants or any of them ; or

(c) That the locality in which an existing Board has jurisdiction should be extended or diminished, and that in consequence the number of its members should be altered as specified ; or

(d) That, for the purposes of the creation of a Board or Boards and the jurisdiction of the same, certain specified callings should be transposed, divided, combined, rearranged, or regrouped ; or

(e) That no action be taken in the matter of an application.

If the Court recommends the creation of a new Board, it shall also state the calling for which the Board should be created, and the number of members of the Board, and, if the Board is to have jurisdiction limited in area, the locality in which it should have jurisdiction.

If the Court recommends that the jurisdiction of an existing Board should be extended, it shall also state the calling with respect to which such jurisdiction should be extended, and what increase, if any, in the number of members of the existing Board should be made.

If the Court recommends any transposition, division, combination, re-arrangement, or regrouping of callings, it shall also state the Boards and awards or industrial agreements, whether existing at the passing of this Act or thereafter created or made, which would be affected thereby, and recommend what Board or Boards, if any, should be dissolved, or what Board or Boards with what number of members should be created, or what increase, if any, in the number of members of any existing Board or Boards should be made, and what award or awards and industrial agreement or agreements, if any, should be rescinded or varied, and the extent of such variance.

(6) Thereupon the Governor in Council may, by Order in Council—

(a) Create a new Board, and declare the number of its members, the calling for which it is created, and assign a name to the Board ; or

(b) Extend the jurisdiction of the existing Board referred to by the Court to the calling over which the Court has recommended that it should have jurisdiction, and, if required, increase the number of members thereof ; or

(c) Extend or diminish the locality in which an existing Board shall have jurisdiction, and, if deemed necessary, alter the number of its members ; or

(d) Transpose, divide, combine, rearrange, or regroup the callings concerned, and dissolve such Board or Boards and create such Board or Boards with such number of members as may be specified, or, if required, increase the number of members of any existing Board or Boards.

In every case, if any Board is to have jurisdiction limited in area, the locality in which it is to have jurisdiction shall be declared.

In every case in which the number of members of a Board is altered, the equality of representation thereon of employers and employees shall be preserved. If such number is decreased, the Order shall declare what members shall forthwith go out of office.

In every case where the Governor in Council acts under this Sub-section, he may rescind or vary such award or awards or industrial agreement or agreements as in his judgment will more effectually ensure the purposes and objects of this Act.

(7) Notwithstanding anything hereinbefore contained, the Court may of its own motion at any time make any recommendation to the Governor in Council which it has power to make after application as hereinbefore mentioned, and the Governor in Council may act on any such recommendation.

20. (1) Subject to this Act, Boards shall consist of not less than four nor more than 12 members and a chairman, as shall be declared in the Order.

(2) The Governor in Council may, on the recommendation of the Court, at any time remove any member of a Board and, in accordance with this Act, appoint another member in his stead.

(3) Any Board may be appointed with jurisdiction throughout the whole State or with jurisdiction limited to any specified locality or localities.

(4) Subject to this Act, the Governor in Council, on the recommendation of the Court, may, if he thinks fit, from time to time, increase the number of members or decrease the number of members of a Board, whether appointed before or after the passing of this Act, provided that the number thereof shall not exceed 12 or be less than four, exclusive of the chairman, and that the number of representatives of employers and employees respectively as hereinafter provided shall always remain equal.

(5) One-half of the members of a Board shall be appointed as representatives of employers, and one-half as representatives of employees.

(6) The representatives of the employers shall be at the date of their appointment *bona fide* and actual employers in the calling concerned, and the representatives of the employees shall be at the date of their appointment *bona fide* and actual employees in such calling, and, in each case if a Board has jurisdiction limited in area, within such area. The president or chairman of any local body which is an employer within the meaning of this Act, and any manager of a sugar works vested in or controlled by the corporation of the "Treasurer," shall be eligible to be an employers' representative.

(7) Subject to this Act—

(a) Appointments as members of a Board shall be for three years only, but any member of a Board may, on the expiration of his term of office, be reappointed ;

(b) When the number of members is increased, the new members shall be appointed for such period as will require them to go out of office in the usual course when the existing members so go out of office ;

(c) The chairman of a Board shall be deemed to be a member thereof :

Provided that when the Order in Council appointing a Board is rescinded the members of such Board shall forthwith cease to hold office.

11. Within two months after a notification by the Registrar published in the Gazette of the creation by the Governor in Council of a Board for any calling, or of the extension by the Governor in Council of the jurisdiction of an existing Board to any calling and of the increase of the number of members of any Board, or of the extension of the locality in which the Board shall have jurisdiction and of the increase of the number of its members, the employers and employees in such calling shall elect their respective proportions of such Board or, if required, of the increased number of members for such calling.

Notwithstanding anything contained in this Act, where in any locality there is only one employer in any calling, such employer may elect any persons other than members of the legal profession, whether qualified or not, as his proportion of such Board.

The names of the persons so elected shall be filed in the office of the Registrar. If the Registrar is satisfied that such persons are duly qualified and have been duly elected, he shall forward a certificate to that effect to the Minister. The Registrar shall refer to the Court any matter of dispute arising with respect to any such qualification or election, and the Court shall inquire into the same, and may order the Registrar to forward the prescribed certificate, or order a fresh election, or make any other order in the premises as it thinks proper, and every such order shall be final and without appeal.

Upon receiving the aforesaid certificate, the Governor in Council, by notice published in the Gazette, shall appoint the persons named therein as representatives of employers and representatives of employees to be members of such Board :

Provided, however, that, if the employers or the employees fail to make such election within the time herein limited, the Governor in Council shall, by notice published in the Gazette, appoint persons as representatives of such employers or employees failing to make such election.

22. If any vacancy occurs from any cause whatsoever in a Board, it shall be filled by election as aforesaid by the employers or employees whose representative has caused such vacancy, and the Governor in Council, by notice published in the Gazette, shall appoint the person so elected, or, in default of such election within one month after the vacancy has arisen, he

shall, by notice as aforesaid, of his own motion appoint some person as representative of the employers or employees (as the case may require) for the unexpired portion of the term of office of the member who has vacated his seat.

23. (1) The members of a Board shall, within 28 days after their appointment, nominate in writing to the Registrar some person (not being one of such members) to be chairman of the Board.

The Registrar shall forward a certificate to the Minister stating the name of the person so nominated, whereupon such person shall be appointed by the Governor in Council to such office.

(2) If the Registrar does not receive such nomination within 28 days after the appointment of the said members, then the Governor in Council may appoint the chairman on the recommendation of the Court.

(3) Any vacancy which occurs in the office of chairman shall be filled in like manner, and the person so appointed shall hold office only for the unexpired portion of the term of office of the person who has vacated office.

(4) If at any time the Court, on a submission by the Registrar, is of opinion that the chairman of a Board has wilfully neglected to perform any of his prescribed duties, the Court may, after hearing such chairman, recommend to the Governor in Council that he be removed from office, and that some other person to be named (not being already a member of the Board) be appointed in his place; thereupon the Governor in Council may remove such chairman and appoint such other person.

24. Before the chairman or any member of a Board enters upon the duties of his office, he shall take and sign before a police magistrate an oath or affirmation that he will faithfully exercise and discharge the powers and duties of his office without fear of or favour to any person, and will not therein wilfully make any false or inaccurate statement. Every such oath or affirmation shall be filed in the office of the Registrar and recorded.

25. A Board may, with respect to the calling for which it has been created, make an award determining any industrial matter or dispute in connection with such calling.

26. (1) All powers of a Board may be exercised by a majority of the members thereof.

(2) During any vacancy in a Board (other than in the office of chairman) caused by the resignation of a member, the continuing members may act as if no vacancy existed.

27. The chairman may require any person (including a member) giving evidence before a Board to give his evidence on oath or affirmation, and for such purpose may administer an oath or take an affirmation.

For the purposes of compelling the attendance of persons to give evidence and the punishment of persons failing to attend when summoned or refusing to give evidence or produce documents or writings in their possession or power, the chairman shall have all the powers and authorities of a police magistrate sitting in a court of petty sessions.

28. The award of a Board shall be signed by the chairman and forwarded to the Registrar, who shall forthwith publish the same in the Gazette and notify the parties.

29. Subject only to appeal to the Court and to the provisions hereinbefore contained relating to the suspension of the operation of any award or part thereof, an award of a Board shall, from a date fixed by the Board (not being within 60 days of such award), within the locality for which the Board has jurisdiction, take effect and have the force of law, and shall not be in any manner liable to be challenged or disputed, and shall be binding on—

(a) All industrial associations connected with the calling to which the award applies ;

(b) All members of industrial associations bound by the award ;

(c) All employers and employees in the locality to which the award applies in the calling to which it applies ; and

(d) All persons who, whether as employers or employees, are engaged in that calling in that locality at any time while the award remains in force ;

and shall remain in force for a period of 12 months, and also thereafter until it has been amended by another award of the Board or the Board or Court has made a new award with respect to the same matters.

When the Order in Council appointing a Board is rescinded, such rescission shall not affect the operation of any award made by such Board and then in force, but such award shall remain in force until suspended, superseded, or otherwise dealt with under this Act.

30. (1) The following provisions shall be applicable in all cases where no Board is in existence in connection with any particular calling :—

The majority, respectively, of the employers and employees in such calling in any locality may enter into an industrial agreement with respect to all or any of the matters which would under this Act be within the jurisdiction of a Board if such Board had been created for such calling, and may transmit such agreement, duly verified by their respective representatives, to the Registrar, with a request that the same shall be sanctioned by the Court.

The Court shall make such inquiry into the matter of such agreement as it thinks proper, and may hear any objection thereto by any persons not parties thereto who are employers or employees in the calling and locality in question.

If the Court is satisfied that the agreement has been entered into by a majority of the said employers and employees, respectively, in such locality, and that such agreement is not contrary to this Act, the Court may sanction the agreement. Thereupon the agreement shall have the same effect as and shall be deemed to be an award of the Court for all the purposes of this Act.

(2) Every industrial agreement entered into pursuant to §48 of "The Wages Boards Act of 1908,"\* and subsisting at the date of the passing of this Act, shall be deemed to have been made and entered into pursuant to the last preceding Sub-section, and shall be construed and have effect accordingly.

#### PART IV.—BREACHES OF AWARDS AND OTHER OFFENCES.

31. Where any employer employs any person who does any work for him for which an award has fixed the lowest prices or rates, then such employer shall be liable to pay and shall pay in full in money, without any deduction whatever, to such person the price or rate so fixed ; but this provision shall not be construed to prohibit a deduction agreed upon between an employer and any of his employees by way of contribution to any hospital or benevolent or provident fund ; and such person, if within 30 days after such money became due he claims the amount thereof in writing and is not paid the same in full, may, within 60 days after the date of such claim, take proceedings in any court of competent jurisdiction to recover from the employer the full amount or any balance due in accordance with the award, any smaller payment or any express or implied agreement or contract to the contrary notwithstanding.

\* Text E.B. III., p. 168.

32. (1) Any industrial association or person which or who commits a breach or non-observance of an award, whether by contravening or failing to observe the same or otherwise, shall be liable to a penalty not exceeding in the case of an association five hundred pounds, in the case of an employer two hundred and fifty pounds, and in the case of an employee ten pounds.

(2) When any industrial association, or person is convicted of an offence under the last preceding Sub-section, the magistrate, if of opinion that the breach or non-observance was committed in wilful defiance of the award, may, on motion or without motion, and in addition to any penalty imposed, grant an order in the nature of an injunction to restrain such association or person from committing any further or other breach or non-observance of the award.

(3) If such person disobeys the said order, he shall, if an individual, be liable to imprisonment, with or without hard labour, for any period not exceeding three months; or, if a company or an industrial association, it shall be liable to a penalty not exceeding five hundred pounds.

33. (1) If an employer dismisses any employee from his employment by reason merely of the fact that the employee is a member of a Board, or has given evidence before a Board or the Court, or has made any application or appeal to the Court, or has endeavoured to secure the creation of a Board, or is not an officer or member of an industrial association, or is entitled to the benefit of an award or of an industrial agreement, he shall be liable to a penalty not exceeding fifty pounds.

(2) If any employee ceases work in the service of an employer by reason merely of the fact that the employer or any other employee is a member of a Board, or has made any application or appeal to the Court, or has endeavoured to secure the creation of a Board, or is or is not a member or officer of an industrial association, or is entitled to the benefit of an award or of an industrial agreement, he shall be liable to a penalty not exceeding ten pounds.

34. No person shall be refused employment or in any way discriminated against on account of membership or non-membership of any industrial association.

No person who is an employer or employee shall be discriminated against or injured or interfered with in any way whatsoever on account of membership or non-membership of any industrial association.

Any person who acts or incites any other person to act in contravention of this Section shall be liable to a penalty not exceeding fifty pounds, and any industrial association which acts or incites any person to act or is in any way a party to any person acting in contravention of this Section shall be liable to a penalty not exceeding five hundred pounds.

#### PART V.—LOCK-OUTS AND STRIKES.

35. (1) It is unlawful—

(a) To do any act or thing in the nature of a lock-out, or to take part in a lock-out, or to incite to or aid in any lock-out;

(b) To do any act or thing in the nature of a strike, or to take any part in a strike, or to incite to or aid in any strike;

in any of the undermentioned cases, namely—

(i.) In or in connection with anything which is a public utility, unless or until a compulsory conference called by the Judge under §10 of this Act (which conference the Judge shall call) has proved abortive, and thereafter unless or until after 14 days' notice in writing of the intention to lock-out or strike has been given to the Registrar, and after

the Registrar has in manner prescribed by rules of Court taken a secret ballot amongst the employers or employees, as the case requires, in the calling concerned, and such ballot has resulted in favour of such lock-out or strike ; or

(ii.) In any other case unless or until after 14 days' notice in writing of the intention to lock-out or strike has been given to the Registrar, and after the Registrar has in manner prescribed by rules of Court taken a secret ballot amongst the employers or employees, as the case requires, in the calling concerned, and such ballot has resulted in favour of such lock-out or strike ;

Provided that the Registrar shall in all cases where it is practicable take such ballot within such period of 14 days.

(2) In this Section the term "public utility" includes—

- (a) The manufacture or supply of coal gas for any purpose ;
- (b) The production or supply of electricity for light or power ;
- (c) The supply of water for domestic purposes ;
- (d) The supply of milk, flour, or bread for domestic consumption ;
- (e) The slaughter or supply of meat for domestic consumption ;
- (f) The getting, sale, or delivery of coal or other fuel for any purpose ;

(g) The protection of buildings and other structures from fires. and the prevention and extinguishment of fires.

36. (1) If in contravention of the last preceding Section any person or industrial association of employers does any act or thing in the nature of a lock-out, or incites to or aids in any lock-out, such person or association shall be liable to a penalty not exceeding one thousand pounds.

(2) If in contravention of the last preceding Section any person does any act or thing in the nature of a strike, or takes part in a strike, or incites to or aids in any strike, he shall be liable to a penalty not exceeding fifty pounds.

Where a person is under this Sub-section ordered to pay a penalty, the Court shall order that the amount of such penalty shall be a charge on any moneys which are then or which may thereafter be due to such person from his then or future employer, including the Crown, for wages or in respect of work done. But such charge shall not have effect so as to deprive such person of more than 20 per centum of any sum for wages or in respect of work done due to him from any employer in any one week.

Such order may be for the payment of such penalty in one sum or by such instalments as the Court may direct.

On the making of any such order, the employer, on being notified thereof, shall, from time to time, pay such moneys into the Court as they become payable in satisfaction of the charge imposed by the order.

No charge upon or assignment of his wages, or of moneys in respect of work done or to be done, whenever or however made by any such person shall have any force whatever to defeat or affect any such order ; and such order may be made and shall have effect as if no such charge or assignment existed.

(3) Where any person is under the last preceding Sub-section ordered to pay a penalty, and it appears that he was, at the time of his doing the acts complained of, a member of an industrial association, the Court may, in addition to making the charge provided for in the said Sub-section, order such association, or the trustees thereof, to pay out of the funds of the association any amount not exceeding twenty pounds of the penalty.

The Court shall, before making such order, hear the said association or trustees, and shall not make such order if it is proved that the association has



by means that are reasonable under the circumstances *bona fide* endeavoured to prevent its members from doing any act or thing in the nature of a strike, or from taking part in a strike, or from inciting to or aiding in a strike.

(4) If in contravention of the last preceding Section any industrial association of employees does any act or thing in the nature of a strike, or takes part in a strike, or incites to or aids in a strike, it shall be liable to a penalty not exceeding one thousand pounds, and, in addition, the Court may, with the consent of the other parties bound by any award or industrial agreement, cancel any award or agreement, whether made under the repealed Acts or this Act, so far as it relates to the members of such industrial association.

37. When a lock-out or strike takes place, and any officer of or a majority of the members of any industrial association takes part therein or incites thereto, the association shall be deemed to have done an act in the nature of a lock-out or strike, according to the nature of the case.

38. (1) Any industrial association of employers which, for the purpose of enforcing compliance with the demands of any employers, orders or incites its members to refuse to offer employment, or to continue to employ, shall be deemed to do an act in the nature of a lock-out, whether a lock-out actually takes place or not.

(2) Any industrial association of employees which, for the purpose of enforcing compliance with the demands of any employees, orders or incites its members to refuse to accept employment, or to continue to be employed, shall be deemed to do an act in the nature of a strike, whether a strike actually takes place or not.

39. (1) When any industrial association or person has been convicted of any of the offences constituted by this Part, the Court may, at the time of the conviction or subsequently, make an order in the nature of an injunction to restrain such association or person from continuing or repeating such offence or committing such offence, according to the nature of the case.

Such order may be made on notice or *ex parte*, upon the application of the Registrar or any member of the police force.

(2) If any person enjoined by any such order, after service thereof, disobeys the same, he shall, if an individual, be liable to imprisonment with or without hard labour for any period not exceeding six months, or, if a company or industrial association, it shall be liable to a penalty not exceeding one thousand pounds.

40. (1) When the Registrar certifies to the Court in writing that in contravention of this Part a lock-out or strike is taking place or is impending, the Court may, after a Judge has appointed a special day for the hearing of evidence respecting the matters so certified, issue summonses to all persons and industrial associations suspected of having committed any of the offences constituted by this Part (according to the nature of the case), directing them to attend at a time and place therein mentioned; and the Court may, without any complaint being made or any other summons being issued, deal with any such persons or associations shown to have been guilty of any such offences as if they had been specially charged with such offences.

(2) Such summonses may be served by registered letter or in any manner in which a summons in summary proceedings before justices may be served, or in manner prescribed by Rules of Court.

(3) Nothing in this Section shall be deemed to exclude any other manner of proceeding in respect of such offences or for the recovery of penalties.

41. Proceedings in respect of offences under this Part shall be taken and prosecuted in and be heard and determined by the Court in manner prescribed by Rules of Court.

#### PART VI.—MISCELLANEOUS.

42. Every award made after the passing of this Act, save as hereinafter provided, shall be deemed to contain provisions to the following effect, namely :

(1) All work done by any employees on the following holidays, namely :— New Year's Day, Good Friday, Easter Monday the first Monday in May, the birthday of the Sovereign, Christmas Day, and Boxing Day, or on any day proclaimed to be kept in the place of any such holiday, shall be deemed overtime work, and shall be paid for at the rate of time-and-a-half.

Work done during ordinary working hours on any other day or holiday in the year shall not be deemed overtime work or be paid for at any increased rate :

Provided that where any award made before the passing of this Act contains a provision that work done on any holiday other than the holidays mentioned in this Sub-section shall be paid for at an increased rate, such provision with respect to such holiday may be continued in any future award of the Board, whether such award is an amendment of the existing award or in substitution therefor, until it is annulled by any subsequent award or amendment thereof.

Nothing in these provisions shall have reference to Sunday work.

(2) When any person on any one day is asked to perform two or more classes of work to which a differential rate fixed by an award is applicable, such person shall be paid in respect of the time occupied in work on that day at the highest rate fixed by the award in respect of the different classes of work.

43. When an award has fixed the lowest price or rate which may be paid to any person for wholly or partly preparing or manufacturing any particular articles of furniture, and also the periods of time within which the ordinary working hours shall be worked, it shall not be lawful for more than one member of a partnership to personally work inside a factory of the class to which the award relates at any time beyond such periods of time, unless such partnership has first obtained the written permission of the Registrar.

44. Notwithstanding anything in this Act or in any other law or any practice to the contrary—

(a) The Court or any Board, in the exercise of any jurisdiction, duty, power, or function conferred or imposed upon it, shall be governed in its procedure and in its awards and decisions by equity, good conscience, and the substantial merits of the case, without regard to technicalities or legal forms or the practice of other Courts ; and

(b) The Court or any Board, in the exercise of any such jurisdiction, duty, power, or function, shall not be bound by any rules or practice as to evidence, but may inform its mind on any matter in such manner as it thinks just.

This Section does not apply to proceedings in respect of offences against this Act.

45. Every award shall prevail over any contract of service or apprenticeship in force on the coming into operation of the award, so far as there is any inconsistency between the award and the contract ; and the contract shall thereafter be construed and have effect as if it had been modified, so far as necessary, in order to conform to the award :

Provided that no such contract shall be deemed to be inconsistent with an award for the reason only that such contract provides for more favourable conditions of employment than those provided by the award.

46. The Crown may, where, in the opinion of the Minister, the public interests are or would be likely to be affected by the decision of the Court or the award of a Board, intervene in any proceedings before the Court or such Board, and make such representations as it thinks necessary in order to safeguard the public interests.

47. On the hearing or determination of any industrial matter or industrial dispute, whether before any Board or the Court, a party being an industrial association may be represented by a member or officer, and any other party may be represented by his agent duly appointed in writing in that behalf.

But no party shall be represented by counsel or solicitor or salaried officer of any industrial association or by any member of Parliament in any proceedings before the Court or before a Board.

48. (1) Every person who, or industrial association which, is directly or indirectly concerned in the commission of any offence against this Act, or incites, counsels, takes part in, or encourages the commission of any such offence, shall be deemed to have committed that offence and shall be punishable accordingly.

(2) Any attempt to commit an offence against this Act shall be an offence against this Act punishable as if the offence had been committed.

49. Any industrial association or person guilty of any contravention of this Act, whether by commission or omission, shall, except where some penalty or punishment is specifically provided, be liable to a penalty not exceeding in the case of an industrial association or company one hundred pounds, or in the case of a person ten pounds.

50. (1) Where a penalty is imposed under this Act on an industrial association, or an industrial association is under this Act ordered to pay any sum, then, for the recovery of such penalty or sum, process may be issued and executed against the property of such association, or any property in which such association has a beneficial interest, whether vested in trustees or howsoever otherwise held, in the same manner as if the association were an incorporated company and the absolute owner of the property or interest.

(2) For the purposes of this Section the property of an association shall be deemed to include the property of any association forming part of the first-mentioned association, or in which it has a beneficial interest, whether vested in trustees or howsoever otherwise held.

51. (1) Proceedings in respect of offences against this Act shall, except where otherwise provided, be by complaint, and be heard and determined in a summary manner by a police magistrate :

Provided that appeals by way of quashing order or special case from the decision of a police magistrate shall lie to the Court constituted under this Act and not to the Supreme Court.

(2) The proceedings on such appeal shall, unless and until otherwise prescribed by Rules of Court, be regulated, *mutatis mutandis*, by " The Justices Acts, 1886 to 1909 " :

Provided that—

(i.) The Court on upholding a conviction may increase the term of imprisonment or the penalty, as the case may be, to such term or amount not exceeding that permitted by this Act, or may reduce such term or penalty as the Court deems proper ;

(ii.) The Court may make such order concerning costs as it deems proper.

52. There shall be kept printed, painted, or affixed in legible roman characters, in some conspicuous place at or near the entrance of every factory, workroom, shop, or premises to which an award applies, in such a position as to be easily read by the employees therein, a true copy of the award as to the lowest prices or rates of payment fixed by the award.

53. (1) A copy of the *Gazette* containing an Order purporting to be made by the Governor in Council under this Act shall be conclusive evidence of the making of such Order, and such Order shall not be liable to be challenged or disputed in any Court whatever.

(2) An office copy of or copy of the *Gazette* containing an award, order, decision or other act of the Court, purporting to be sealed with the seal of the Court, or an office copy of an award of a Board, certified to be true under the hand of the Registrar, or a copy of the *Gazette* containing the same, shall be received in all Courts and tribunals and before all persons as evidence of such award, order, decision, or other act without further proof; and it shall not be necessary to prove any condition precedent entitling the Court or Board to make the decision, order, or award.

(3) A certificate of the Registrar that any specified person was at any specified time qualified or elected to be or was the chairman or a member of any specified industrial association shall (subject to review by a Judge) be conclusive evidence that the facts were as stated.

54. When it is made to appear to a Judge or to the chairman of a Board that personal or other service of any summons, notice or other document in connection with or for the purposes of any proceeding in or intended to be brought in the Court or before the Board cannot promptly be effected in manner prescribed, the Judge or chairman may in his discretion make any order for substituted or other service or the substitution for service of notice by letter, telegram, public advertisement, or otherwise, which he deems necessary or convenient; and in such case compliance with such order shall be sufficient service.

55. (1) A Judge or a Board and (upon being authorised in writing by a Judge) any officer of the Court or any other person, or (upon being authorised in writing by the chairman) any member of a Board or any other person, without any other warrant than this Act, may at any time during working hours—

(a) Enter any place or premises or any ship or vessel of any kind whatsoever, wherein or in respect of which any calling is carried on or any work is being or has been done or commenced, or any matter or thing is taking or has taken place in relation to which any industrial dispute exists or is threatened or impending or will probably arise, or any industrial matter within the jurisdiction of the Court or such Board exists, or any award has been made, or any offence against this Act is suspected;

(b) Inspect and view any work, material, machinery, appliances, article, matter, or thing whatsoever, being in such place, premises, ship, or vessel;

(c) Interrogate any person or persons who may be in or upon such place, premises, ship or vessel in respect of or in relation to any matter or thing hereinbefore mentioned.

(2) Every person who hinders or obstructs a Judge, or a Board or any member thereof, or any officer of the Court or other person, in the exercise of any power conferred by this Section, or who refuses or unduly delays to a Judge, or a Board, or any officer of the Court, member of a Board, or other

person authorised as aforesaid, entrance during any such time as aforesaid to any such place, premises, ship, or vessel, or refuses to answer any question put to him as aforesaid, or gives or makes any information or statement which is to his knowledge false, shall be liable to a penalty not exceeding fifty pounds.

56. When under any award the amount of wages payable by an employer to an employee depends wholly or in part upon the age or experience or duration of previous employment of the employee, any person who, when seeking employment or while an employee, gives or makes to an employer any information or statement relating to any such matters which is false to the knowledge of such person or employee shall be liable to a penalty not exceeding twenty pounds.

57. (1) It shall be the duty of Inspectors of Factories and Shops to see that the provisions of awards and orders of the Court and of Boards are duly observed.

(2) In the discharge of such duty an Inspector may require any employer or employee to produce for examination any wages books or overtime books necessary for the purposes of this Act.

(3) Any such Inspector who, except for the purposes of this Act, and in the exercise of his functions under this Act, discloses to any person any information which, in the exercise of such functions, he acquires, shall be liable to a penalty not exceeding fifty pounds.

58. Nothing contained in this Act shall affect any right of action in respect of any actionable wrong which any person would have had against another if this Act had not been passed.

Nothing contained in this Act shall affect the provisions of "The Criminal Code."

59. (1) The Governor in Council may from time to time make regulations providing for all or any purposes, whether general or to meet particular cases, that may be convenient for the administration of this Act or that may be necessary or expedient to carry out the objects and purposes of this Act, and, where there may be in this Act no provision or no sufficient provision in respect of any matter or thing necessary or expedient to give effect to this Act, providing for and supplying such omission or insufficiency.

(2) The regulations may fix a penalty, not exceeding in any case ten pounds, for any breach thereof.

(3) All such regulations shall be published in the *Gazette*; and thereupon, subject to Sub-section 4 hereof, shall be of the same effect as if they were contained in this Act.

Such regulations shall be laid before both Houses of Parliament within 14 days after such publication, if Parliament is in session, and if not, then within 14 days after the commencement of the next session.

(4) If either House of Parliament passes a resolution disallowing any such regulation, of which resolution notice has been given at any time within 14 sitting days of such House after such regulation has been laid before it, such regulation shall thereupon cease to have effect, but without prejudice to the validity of anything done in the meantime.

60. (1) The Governor in Council may, by another Order in Council published in the *Gazette*, amend or rescind any Order in Council made under this Act.

(2) No misnomer or inaccurate description or omission in or from any Order in Council made under this Act shall in anywise prevent or abridge the operation of this Act with respect to the subject-matter, provided the same is designated so as to be understood.

(3) No Order in Council purporting to be made under this Act, and being within the powers conferred on the Governor in Council, shall be deemed invalid on account of any non-compliance with any of the matters required by this Act as preliminary to the same.

61. All moneys required for the purposes of this Act shall be paid out of moneys provided by Parliament.

11. **An Act to amend the Inspection of Machinery and Scaffolding Act of 1908.\*** (No. 20, 1912.) Assented to 7th December, 1912.

12. **Regulations under the Industrial Peace Act of 1912.†** 20th March, 1913.

13. **Regulations under the Inspection of Machinery and Scaffolding Acts, 1908-1912.‡** 29th May, 1913.

14. **An Act to consolidate and amend the law relating to Friendly Societies.** (No. 13.) Assented to 29th October, 1913.

15. **An Act to amend §50 of the Factories and Shops Act of 1900\*\* in a certain particular.** (No. 13.) Assented to 23rd October, 1914.

1. This Act may be cited as the Factories and Shops Act Amendment Act of 1914.

2. In §50, paragraph 1, of the Factories and Shops Act of 1900, the words "hairdressers' shops" are deleted.

## II. Norway

1. *Lov om arbeidstvister.* 6. August 1915. Nr. 2. (Norsk Lovtidende 1915, Nr. 34, S. 597.)

**Act respecting Industrial disputes.** 6th August, 1915.

### CHAPTER I.—INTRODUCTORY.

#### §1. *Definitions of terms used in the Act.*

In this Act :

(1) "Worker" shall mean any person who, in return for remuneration, performs work of any kind whatever for :

(a) a private employer ;

(b) the State or a commune, in so far as he works by the piece or subject to 14 days' notice or less, and in so far as he cannot be regarded as a public servant.

(2) "Employer" shall mean any person who employs one or more workers.

(3) "Trade union\*†" shall mean any association either of at least 25 workers, or of workers' organisations which together have at least 25 members, if the association has an elected executive and the object of protecting the workers' trade and economic interests over against their employers.

\* Title E.B. III., p. 177.

† See No. 10 on page 289.

‡ See No. 11 above.

\*\* Text E.B. IV., p. 205.

\*† A more literal translation would be "trade association," but it seems more convenient to use the usual English term for an organisation of workers. It should, however, be understood that where the word "association" occurs alone in the translation, it includes trade unions as well as employers' associations.—TRANSLATOR.

(4) "Employers' association" shall mean any association of employers or of employers' organisations, if they have an elected executive and the object of protecting the employers' interests over against their workers.

(5) "Strike" shall mean a total or partial cessation of work which the workers initiate corporately or by agreement amongst themselves, in order to force a settlement of a dispute between a trade union and an employer or an employers' association.

(6) "Lock-out" shall mean a total or partial cessation of work which an employer initiates in order to force a settlement of a dispute between himself or another employer and a trade union, or between an employers' association and a trade union, regardless of whether other workers are taken on in place of those locked out.

(7) "Notice" shall mean the workers' notice to give up their work or the employers' notice to his workers, in order to bring about a strike or lock-out.

(8) "Collective agreement" shall mean an agreement between a trade union and an employer or employers' association respecting terms of employment and wages or other conditions of work.

## §2. *Notice to be given by trade unions and employers' associations.*

(1) Every trade union and employers' association shall send a written notice to the Government Department designated by the King, within one month after this Act has come into force or after the association is founded.

(2) The notice shall be signed by two members of the executive and shall contain the following particulars :—

(a) the full name of the association ;

(b) the full names and positions of the members of the executive ;

(c) the place where the association has its headquarters and the address of the executive.

Appended to the notice there shall be :—

(d) a copy of the association's rules ;

(e) an extract from the minutes of the meeting of the association by which the executive was elected ;

(f) a statement of the number of members or of the branches of the association and the number of members in them.

The appendixes shall be confirmed by at least two members of the executive.

(3) If any changes occur in the particulars of which notice is given under (2) (a), (b) or (c), or in the rules, a notice, with the necessary appendixes in accordance with the rule contained under (2), shall be sent to the Department at latest one month after the change takes place.

Particulars of the number of members of the association and of its branches on the conclusion of each year shall be presented at latest by the end of the following February.

(4) Where several associations are united in a principal organisation, notice need only be given in respect of the latter. The principal organisation shall be bound, at the request of the department or of the State conciliator, to give the particulars named under (2) and (3) for each of its branches.

## §3. *Collective agreements.*

(1) Collective agreements shall be drawn up in writing and contain terms respecting the date of their expiry and the notice required to terminate them. At latest two weeks after the agreement is signed a certified copy shall be sent to the State conciliator.

(2) If nothing to the contrary is fixed as regards the term of validity of a collective agreement, it shall be held to be concluded for three years, reckoned from the day it was signed.

If notice to terminate a collective agreement is not given within the term fixed for giving notice, or if no term of notice is named in the agreement, at least three months before its term of validity expires, it shall be held to have been renewed for one year. Notice shall be given in writing.

(3) If a contract of work between a worker and an employer, both of whom are bound by a collective agreement, contains any terms which are contrary to the collective agreement, such terms shall be invalid.

(4) A member or a branch of an association shall not, by resigning or withdrawing, be released from obligations under collective agreements applying to the association at the time of withdrawal.

*§4. Responsibility of associations for breaches of collective agreements by their members or for illegal cessations of work.*

If the members of a trade union or employers' association contravene a collective agreement or are guilty of an illegal cessation of work, the association shall be liable if it is itself responsible for the contravention or the continuation of conditions contrary to the terms of the collective agreement or for the illegal cessation of work.

*§5. Compensation for contraventions of a collective agreement or for an illegal cessation of work.*

In fixing the compensation for contravention of a collective agreement or for an illegal cessation of work, the court shall take into account not only the extent of the damage but also the proved responsibility and any irregular conduct on the part of the person suffering the damage. In especially extenuating circumstances no compensation at all need be awarded.

*§6. Illegal cessation of work.*

(1) No attempt shall be made to settle a dispute between a trade union and an employers' association respecting the validity, interpretation or existence of a collective agreement or respecting a demand based on a collective agreement, by means of a strike or lock-out.

(2) No attempt shall be made to settle a dispute between a trade union and an employer or an employers' association respecting the regulation of terms of employment or wages, or other conditions of work not covered by a collective agreement, until the time limit laid down in §§29 and 36 has expired. If the dispute is concerned with the conclusion of a collective agreement which is to terminate a previous collective agreement, the term of validity of the latter must, moreover, be elapsed.

(3) So long as a cessation of work is illegal the terms of employment and wages which were in force when the dispute broke out shall continue to be enforceable unless the parties come to some other agreement.

## CHAPTER II.—THE INDUSTRIAL COURT.

*§7. The seat and jurisdiction of the Industrial Court.*

An Industrial Court shall be established at the Capital of the Kingdom, for the purpose of dealing with the disputes contemplated under §6 (1).

No other tribunal shall have jurisdiction in these disputes. But the parties may resort to private arbitration.



**§8. *Legal proceedings in connection with a collective agreement.***

If a collective agreement is concluded by a trade union or an employers' association, it shall be possible to enforce the rights or obligations of individual members under the agreement only by means of legal proceedings taken by or against the association on behalf of the person concerned.

If one party wishes to make a claim against separately named members of an association, these shall be summoned as well as the association.

**§9. *Claims arising from industrial agreements.***

A claim arising from an industrial agreement may also be held to be a matter concerning a collective agreement, if the claim will be directly settled by the main award.

If the Industrial Court, in its award, lays down a certain interpretation of a collective agreement, the said interpretation shall apply likewise to any contract of work based upon the collective agreement.

**§10. *Composition of the Industrial Court.***

(1) The Industrial Court shall consist of a president and four other members.

(2) The president of the Industrial Court, the other members and two substitutes for each of these, shall be appointed by the King for three years after nomination in the manner provided in §11.

(3) The members of the Industrial Court must be Norwegian subjects, have completed the thirtieth year of their age, be solvent, and not have forfeited the right to vote on public affairs and to be admitted to the public service, or have been convicted under §42 of the present Act. They must not be members of the executive of a trade union or employers' association, and they must not be in the permanent employment of any such association.

The president shall, in addition, possess the qualifications which are prescribed for judges of the Supreme Court.

**§11. *Right of Nomination.***

(1) Employers' associations which include at least 100 employers, employing at least 10,000 workers, and trade unions numbering at least 10,000 workers, shall each have the right to nominate two persons as members of the Court, with their substitutes. Every such nomination shall, however, include twice this number of persons. The persons nominated must have declared their willingness to accept office.

(2) From amongst the persons thus nominated, two members with their substitutes shall be appointed from each side. If nominations are made at the same time by several associations of workers or employers, the number of members in the associations in question shall in the first place be given consideration in the choice of persons.

(3) If no nomination is received by the proper Government Department within a time limit fixed by the said Department, the appointments shall be made without nomination.

**§12. *Appointment of a new member.***

If a member of the Court or a substitute dies or is exempted from his office or ceases to satisfy the requirements laid down in §10 (3), a new member or substitute shall be appointed for the remaining time.

In the case of a member or substitute who has been appointed after nomination in accordance with §11, the organisations concerned shall be given the opportunity of making a fresh nomination.

### §13. *Incompetence.*

(1) A member of the Industrial Court shall be incompetent to act in the same circumstances as a judge in ordinary civil cases. If there exist other special circumstances, which are liable to undermine confidence in a member's impartiality, he shall likewise give up his seat. A question of this kind can be raised either by himself or by the parties.

(2) The Court shall decide whether any member shall give up his seat as being incompetent to act.

### §14. *Substitute for a judge who is incompetent to act or prevented from acting.*

If the president is incompetent to act or is prevented from acting, the King shall appoint a deputy.

If any other member of the Court is incompetent to act or is prevented from acting, the president shall call upon one of the substitutes for this member in the order of appointment.

### §15. *Competence of the Court.*

The Court shall not be competent to act or to adopt resolutions unless all the members are present.

If a member of the Court when in session is prevented from being present for reasons which are likely to last longer than a week, a substitute shall be appointed under §14.

The members of the Court who have begun to act in a case, shall continue until it is concluded, even if their term of office expires while the case is being considered.

### §16. *Judges' oath.*

No person shall act as a member of the Industrial Court before he has taken an oath in writing, to the effect that he will fulfil his duties conscientiously.

The oath shall be sent in to the Government Department concerned. The King shall determine the text of the oath.

### §17. *Representation of the parties.*

The parties may appear in person or by authorised representatives. Not more than three persons shall appear for either side.

The representatives of the parties must be of age, be Norwegian subjects, and not have forfeited their right to vote on public matters and to be admitted to the public service.

The department concerned may, nevertheless, allow exemptions from the rule that the representatives of the parties must be Norwegian subjects.

The power of attorney must be unrestricted.

### §18. *Preliminary Procedure.*

(1) A case shall be brought before the Industrial Court by a written application which shall be transmitted to the president of the Court. A certified duplicate shall be enclosed.

The application shall contain :

(a) The full name and address of both parties,

(b) a statement of the case and the claim which the applicant wishes to raise,

(c) particulars of the evidence which the applicant proposes to produce, the manner in which he contemplates procuring it, and what he intends to establish by means of it,

(d) particulars of the evidence which the applicant wishes to procure from the opposite party or with the help of the Court,

(e) a proposal as regards the time and place for the hearing of the case.

If there is any defect in the application, the president shall draw the applicant's attention to the matter as soon as possible and explain how it should be corrected.

(2) A copy of the negotiations which have been carried on between the parties in the matter of the dispute, or else evidence of the fact that negotiations have been carried on or that an endeavour to do so has been made on the part of the applicant, shall be sent in with the application.

If evidence to this effect is wanting, the president shall draw the attention of the applicant to the fact and inform him that the Court cannot deal with the matter unless negotiations have been carried on or unless a fruitless endeavour to do so has been made by the applicant.

(3) If the application is in order, and the president considers it established that negotiations on the matter have been carried on by the parties or that a fruitless endeavour to do so has been made by the applicant, he shall send a copy of the application to the respondent without delay. At the same time he shall invite the respondent to present a written reply within a certain time and to set forth in the same his observations on the application, to specify the claim that will be raised on his side and to give statements of the evidence corresponding to those contemplated under (1) (c) and (d). A certified copy shall accompany the reply.

(4) As soon as the president has received the respondent's reply, or as soon as the time limit for the same has expired, he shall fix a time and place for the hearing of the case by the Court. The Court shall sit as soon as possible. The sitting may take place outside the Court's regular place of session.

(5) The president shall summon the remaining members of the Court. He shall likewise summon a substitute, if he anticipates the raising of an objection on the ground of incompetence, which he believes may be accepted by the Court.

(6) The president shall draw up the summonses to the parties and have them served with an interval before the hearing of not less than 48 hours, not including the time necessary for travelling. If the respondent has presented a reply, the president shall send a copy to the applicant.

(7) The president shall summon the witnesses, experts, and other persons whom he considers ought to be heard. The persons summoned shall have the right to one day's notice exclusive of the time necessary for travelling. The president shall, moreover, have the same powers as regards arranging for the calling of evidence as are given to the Court under §19.

#### §19. Procedure.

(1) The president shall conduct the proceedings.

(2) The case shall be dealt with and the evidence taken in the manner that the Court thinks proper. The principal proceedings shall be oral, unless both parties agree to written proceedings, and the Court sees no objections to this course.

(3) The Court shall see that the case is fully elucidated.

(4) The Court may call for declarations from the parties, experts and any other persons whose evidence may be of importance in the case. Any persons may refuse to reply to a question if the answer is liable to expose them or their husbands or wives, relatives or relations in marriage in direct ascending line, sisters or brothers or any other persons nearly related by marriage, to punishment or loss of civil standing. The same shall apply to questions which in any manner affect a person to whom the witness is betrothed, his foster parents or foster children, if the Court so decides. The rule applying as regards husbands and wives shall apply even if the marriage has been dissolved.

(5) The Court may require the production of documents, business books and other documentary evidence over which one party, or any person bound to give evidence in the case, has control. A party or witness may be enjoined to examine account books or other documentary evidence and to make notes on them and bring them with him.

(6) The Court may undertake inspections or inquiries either itself or through one or more of its members or appointed experts. In this connection implements may be required to be used, machines to be started, and methods of work demonstrated.

(7) The Court may require evidence to be taken by any of the general inferior Courts. The taking of evidence shall be effected as promptly as possible, if necessary by means of an extra Court. The judge shall, on his own initiative, make the necessary arrangements. The witnesses shall be given one day's notice. The parties shall only be summoned to attend if this is required in the application.

#### §20. *Absence of the parties.*

If one of the parties is absent and it is stated or probable that he has a valid reason, the case shall be postponed.

If it is not stated or probable that he has a valid reason for absence, and if the other party appears, the latter may demand that the case be proceeded with. In this event, the case shall be dealt with, as far as possible, as if the absent party were present.

If both parties are absent, and it is not stated or probable that either of them has a valid reason for absence, the case shall be suspended.

#### §21. *Duty of witnesses and the parties to attend.*

(1) It shall be the duty of every person having been summoned by the president of the Court, to attend as a witness before the Industrial Court, if he lives or is staying within such a distance from the place where the Court sits that it is not necessary for him to travel more than 600 km. by railway, or 300 km. by steamship, or 100 km. by any other means of conveyance, or a corresponding distance partly by one means and partly by another.

If it is of great importance that a witness should attend the president may, on his own initiative or on request of one of the parties, extend the limit of compulsory attendance.

(2) Any person who is present in the place where the Court sits or in the neighbourhood of the same, may be required by the Court to present himself to give evidence at once. The Court may require witnesses who are present to come back again later.

(3) Witnesses summoned by the president may claim remuneration from the Treasury according to the rules contained in the Law of Penal Procedure for witnesses in cases before the Lagmand Courts (lagmandsret). The Court

may allow the same remuneration to witnesses produced by the parties, if their evidence has been of value in the case.

(4) The same rules as for witnesses under (1) and (2) shall apply as regards the duty of the parties to attend in person after being specially ordered to do so.

#### §22. *Experts.*

It shall be incumbent upon any person who is required to give evidence in the case to serve as an expert on being so appointed by the Court or the president.

An appointed expert shall have the right to remuneration for his work in accordance with the rules contained in §81 of the Law of Penal Procedure, and the same claim to an allowance for board and lodging as experts in criminal cases.

The sums due shall be paid by the Treasury.

Experts who are not appointed as such may be allowed the same remuneration by the Court as occasion may require.

#### §23. *Publicity of the proceedings.*

The proceedings shall be in public unless the Court decides to exclude the public. The proceedings shall be *in camera* if they touch upon the secrets of a business or association or other matters of which outsiders ought not to have knowledge.

The parts of books produced which do not affect the case may be sealed by the Court.

It shall be the duty of any person who has been present at proceedings *in camera* to observe secrecy on the matters dealt with, unless the Court allows them to be made public.

#### §24. *Court Register.*

The time and place of the sittings of the Court, the names of the judges, the clerk to the Court, the parties and their representatives, the witnesses and experts, shall be recorded in the Court Register.

The documents presented shall be named and the course of the proceedings stated briefly. Claims and objections shall be entered in full or appended. All the decisions of the Court and agreements come to by the parties shall likewise be recorded.

The Court may resolve that the proceedings shall be taken down in shorthand.

#### §25. *Decisions of the Court.*

(1) The decisions of the Court shall be made by a majority of votes.

The award shall be pronounced as soon as possible after the proceedings are closed. If more than three days elapse before the award is pronounced, the reason for this shall be stated in the award.

(2) Clerical or arithmetical errors, omissions and other obvious mistakes may be corrected by the president on his own authority. He shall notify the parties of any correction, without delay, by registered letter.

If either of the parties is dissatisfied with the correction, he may demand that the matter shall be laid before the whole Court. A request to this effect must reach the president at latest one week after the notification of the correction was received. The president shall lay the matter before the Court without delay.

(3) If the award is incomplete or not clear, it may be corrected by the whole Court on request of one of the parties, after hearing the views of the other party. A request to this effect must reach the president at latest two weeks after the award was pronounced.

(4) The Court may reverse leading decisions and other resolutions in the absence of any acquired rights preventing this course.

§26. *Appeals and objections (anke og kjæremaal).*

(1) Appeal from decisions by which the Court refuses to deal or deals with a case may be made to the Supreme Court, and the appeal shall be brought before the Court on the expiration of the notice, regardless of the regular sessions. Appeal from decisions by which a case is dealt with may be made before the award is pronounced, but without suspensory effect.

The time limit for appealing shall be one month from the day on which the decision was pronounced.

(2) A person, not being a party, may object to a decision requiring him to make a declaration, oath, or asservation, to produce documents or demonstrate, submit or give access to other things or to serve as expert, or which renders him liable to a penalty or costs. The parties may object to a decision which renders them liable to a penalty or costs under §§41 and 43.

Notice of an objection must be given immediately if the person concerned is present in the Court, and otherwise at latest three days after he has been notified. If any person has appeared as respondent or can be regarded as respondent, he shall be notified of the objection. The objection shall have suspensory effect in respect of the person raising the same.

The president shall without delay, send the notice of objection with the necessary documents and extracts to the Objections Committee of the Supreme Court. The Court, the person raising the objection and other person affected thereby may present written observations on the matter. If facts are relied on which have not been mentioned previously the observations shall always be sent in through the Court.

(3) An award of the Industrial Court and decisions other than those named under (1) and (2) shall be final and may be enforced in accordance with the rules applying to judgments of the Supreme Court, but the award shall be overruled if the Supreme Court, after the award is pronounced, allow an appeal under (1) above, on the ground that the Court should not have dealt with the case.

### CHAPTER III.—CONCILIATION.

§27. *Conciliators and Boards of Conciliation.*

(1) The King shall appoint a permanent conciliator for the whole kingdom (State Conciliator) and a permanent official conciliator for every conciliation district (district conciliator).

The division of the kingdom into conciliation districts shall be determined by the King after procuring the opinions of the organisations contemplated in §11.

The permanent official conciliators must satisfy the conditions laid down in §10 (3), first paragraph. They shall be appointed for three years.

The State Conciliator shall be over the district conciliators. Further details respecting the relations between them shall be contained in instructions issued by the King.

(2) Boards of conciliation shall consist of a permanent official conciliator as president and two other conciliators, appointed by the president amongst the persons on the panels named under, (3) one from each panel.

(3) The Government Department concerned shall draw up for each conciliation district two panels of persons who are willing to act as conciliators. The panels shall be constituted for three years. Their size shall be determined by the Department.

Only Norwegian subjects who have completed the thirtieth year of their age, who are solvent and have not forfeited the right to vote on public affairs or to be admitted to the public service, nor been convicted under §42 of the present Act, shall be eligible as conciliators.

The organisations contemplated in §11 shall propose persons for these panels.

If no lawful proposals are received by the Department within a time limit fixed by it, the appointments shall be made without nomination.

#### *§28. Notice to be given to the official conciliators.*

(1) Where notice for work to cease is given in connection with a dispute of the kind named in §6 (2), the State Conciliator or the official conciliator for the district in which the undertaking or association which has given the notice is situated shall be notified immediately. The district conciliator shall advise the State conciliator of the notice without delay by telegram or registered letter.

If the parties agree, the notice may be sent to any other district conciliator.

(2) The notice shall be sent by telegram or registered letter and shall contain particulars concerning the subject of the dispute, the number of workers affected by the notice, and the date when the notice expires, and state whether negotiations between the parties have been opened and also whether they are still in progress or have been broken off.

If negotiations are in progress, the breaking off of the same at a later date shall be notified in the same manner by the person who sent the first notification.

The notification shall be sent in by the trade union, employer or employers' association which gave the notice to cease work. If the party concerned is affiliated to the Workers' National Trade Organisation, the Norwegian Employers' Federation or other organisations named in §11, the executives of these organisations shall notify the State Conciliator.

A duplicate of the notification shall be sent at the same time to the opposite party.

#### *§29. Rules respecting cessation of work.*

(1) A strike or lock-out shall not be initiated before the term of notice has expired, or in any case before four working days have elapsed from the time when the notice of the fact that negotiations have not been opened or that they have been broken off or that notice to cease work has been given has reached the official conciliator.

(2) As soon as the State Conciliator or a district conciliator has received notice that negotiations have not been opened, or that they have been broken off, or as soon as he becomes aware of the breach in any other manner, he shall forbid the cessation of work until conciliation proceedings have been closed in accordance with this chapter, if he considers that a cessation of work will cause injury to the public interests either in view of the nature of the undertaking or the extent of the dispute.

If notice for work to cease has been given, he shall, in the same circumstances forbid the cessation of work contemplated thereby.

The prohibition shall be announced in a telegram or registered letter to the trade union, employer, employers' association, or chief organisation which has or should have notified the proposed cessation of work, and the opposite party shall be notified of the prohibition at the same time.

In order to be valid, the prohibition must be sent in the course of two days after the official conciliator has received notice of the fact that negotiations have not been opened or that they have been broken off, or that notice has been given for work to cease.

### *§30. Incompetence and absence of official conciliators.*

The rules respecting incompetence contained in §13 shall apply also to the permanent official conciliators.

If the State Conciliator considers himself not to be competent to act, or if he is prevented from attending, or if he is taken up with conciliation in another case, he shall notify the fact without delay to the Government Department concerned. If the Department agrees that he ought not to deal with the dispute, the proceedings shall be transferred to a district conciliator, or to a person appointed for the case.

If a district conciliator finds himself in the circumstances named in the second paragraph, he shall notify the fact without delay to the State Conciliator. The latter may either undertake the treatment of the case himself or transfer it to another district conciliator or to a person appointed by the Government Department concerned for the case.

### *§31. Preliminary steps to conciliation.*

(1) If the State Conciliator or a district conciliator has forbidden a cessation of work in pursuance of §29, he shall proceed to conciliation without delay. Notwithstanding, the State Conciliator may transfer the conciliation to a district conciliator. He may also take over the conciliation himself in cases which come within the sphere of the district conciliators.

If several district conciliators have forbidden a cessation of work in connection with the same dispute, the State Conciliator shall decide which shall deal with the case, if the parties are not agreed on this matter.

The decision of a district conciliator as regards how far a cessation of work shall be prohibited or not, may be reversed by the State Conciliator.

(2) Even where a cessation of work is not forbidden, the State Conciliator or a district conciliator may proceed to conciliation in disputes either on their own initiative or at the request of one party.

(3) The case shall be dealt with by the board of conciliation if both parties so desire or consent to this course, at latest at the first conciliation conference.

If the State Conciliator is president of the board of conciliation, he shall appoint the other conciliators from the panels for any conciliation district.

If the district conciliator is the president of the board of conciliation, he shall appoint the two other conciliators. If all the members of a panel are in such a position as regards the dispute that the district conciliator sees objections to appointing any of them, he may appoint conciliators outside the panel, preferably amongst persons who are on the panel for another district. In this case the party concerned shall be given an opportunity of proposing conciliators.

(4) The official conciliator shall fix the time and place for dealing with the dispute. Conferences may also be held outside the conciliation district.



He shall summon the parties, and, where the circumstances so require, choose the conciliators in whatever manner he finds expedient.

The rules contained in §18 (6), in so far as may be necessary, shall apply to the calling of witnesses and other persons whose statements may be of importance, and as regards arrangements for procuring evidence in general.

**§32. Conciliators' oath.**

No person shall serve as an official conciliator or member of a board of conciliation before he has sworn an oath as contemplated in §16.

**§33. Competence of the boards of conciliation.**

A board of conciliation shall not be competent to act or to adopt resolutions unless all three conciliators are present.

If the official conciliator is absent, §30, second and third paragraphs, shall apply by analogy.

If another conciliator is absent, the official conciliator shall appoint a new member.

The official conciliator and other conciliators who have begun to deal with a case, shall carry it through even if their term of office expires during the case.

**§34. Representation of the parties.**

The rules contained in §17 respecting the representation of the parties shall apply also in the case of conciliation proceedings before an official conciliator or board of conciliation. But practising advocates and lawyers shall not be employed as authorised representatives without the consent of the conciliating authority.

**§35. Conciliation proceedings.**

(1) Where an official conciliator deals with a case alone, he shall collect promptly and carefully, in such manner and forms as he may himself choose, all the information necessary to an understanding of the dispute, and seek, to the best of his ability, to induce the parties to agree upon a reasonable settlement.

He may collect the information which is necessary to an understanding of the case and to judge of it, even if one or both parties remain aloof.

For the purpose of his inquiries, the official conciliator shall have the same authority as that contemplated in §19. But he shall not have the right to require witnesses and experts to take an oath. The rules contained in §§21 and 22 shall apply also to conciliation.

If a settlement is reached, a collective agreement in conformity with it shall be drawn up with the co-operation of the official conciliator and signed by the parties or their representatives.

(2) If the case is dealt with by a board of conciliation, the latter shall have the same duties and the same authority as the official conciliator under (1). The official conciliator shall conduct the proceedings.

(3) Conciliation conferences shall be held *in camera*. A record shall be kept in accordance with the rules contained in §24.

**§36. Closing of conciliation proceedings.**

(1) When ten days have passed since the prohibition or, according to circumstances, the first prohibition to cease work was issued, either of the parties may demand that the conciliation proceedings shall be closed, if the party in question has not stood aloof or in any other manner failed to co-operate in the conciliation proceedings in accordance with his duty.

At latest four days after a lawful demand for the closing of the conciliation proceedings has been made, the proceedings shall be closed. If the conciliation authority has submitted to the parties a final proposal for the settlement of the dispute, the said proposal shall be entered in the record of the proceedings.

(2) If no settlement is reached, the State Conciliator, or the district conciliator who has conducted the conciliation proceedings, may publish a report on the case in whatever manner he considers expedient.

If a district conciliator has conducted the conciliation proceedings, he shall send a report on the case to the State Conciliator as soon as possible. The latter shall contain the final conciliation proposal, if one has been presented.

If the members of a board of conciliation are not agreed upon the contents of the report, the minority may present a separate report.

### *§37. Later acceptance of a conciliation proposal.*

If, after the proceedings are closed, either of the parties wishes to accept a proposal made by the conciliation authority for the settlement of a dispute, a declaration to this effect may be sent to the official conciliator who shall send a copy of the same to the other party. If the latter approves likewise of this proposal, the official conciliator shall arrange a meeting between the parties for the purpose of drawing up a collective agreement.

### *§38. Resumption of the proceedings.*

If the conciliation proceedings are closed, the parties may make a joint request for them to be resumed before the official conciliator or the board of conciliation, as they themselves desire.

If one month has passed since the conciliation proceedings were closed without the dispute being finally settled or submitted to fresh conciliation proceedings, the official conciliator who has dealt with the case shall call upon the parties to open fresh negotiations.

In addition, both the State Conciliator and the official conciliators may address an invitation of this kind to the parties at any time.

### *§39. Appeal.*

Appeal may be made against decisions of the kind contemplated in §26 (2), in accordance with the rules therein contained.

Other decisions of an official conciliator or of a board of conciliation shall be final and may be enforced in accordance with the rules applying to judgments of the Supreme Court.

## CHAPTER IV.—PENALTIES.

### *§40. Cessation of work.*

(1) Fines of from 5 to 25,000 kr. may be imposed upon :—

(a) Any person who initiates or continues a lock-out or takes part in a strike contrary to §6. A person who acts on behalf of an employer, shall be punished unless the employer himself is convicted ;

(b) the members of the executive of a trade union or an employers' association who co-operate in a strike or lock-out contrary to §6, by participating in a resolution to initiate, continue, or approve a cessation of work or to support it by payments from the association's funds, or who order such a cessation of work, or collect or distribute contributions towards

its continuance. The same shall apply to the members of other authorities of an association and the officials of the same.

(2) The proceedings shall be taken by the public authorities at the instigation of a trade union, employer, or employers' association who is injured by the cessation of work, or of the Government Department concerned.

(3) The award may provide that, in the case named in (1) (b) the association concerned shall be liable for the fines. This shall, however, not apply if the guilty party has acted contrary to the rules of the association or resolutions which have been drawn up in its name.

(4) Fines contemplated in this Section may be imposed again if two weeks have elapsed since the sentence was pronounced and the convicted party has, within this period, committed an offence in relation to the unlawful cessation of work in the manner named under (1). The same shall apply when two weeks have elapsed since the second sentence was pronounced, and so on.

#### §41. *Offensive behaviour, etc.*

(1) Any person who during a session of the Industrial Court insults the Court, or any person who attends before it, or who disturbs the session, commits contempt of court, or fails to observe the orders of the Court or of the president, may be excluded and fines may be imposed upon him by a decision given in the course of the case.

Any person who writes anything unseemly or insulting in a judicial document, may likewise be fined by a decision given in the course of the case.

(2) The provisions under (1) shall apply likewise in respect of proceedings before the conciliation authorities.

(3) As regards any person punished under this Section, he may, notwithstanding, be prosecuted in the ordinary manner for the offence. But the fines shall be taken into consideration in fixing the penalty.

#### §42. *Breach of secrecy.*

Any person who breaks his pledge of secrecy under §23 (cf. §25) shall be punished by fine.

#### §43. *Failure to appear, etc.*

(1) If a witness, or any person who has been otherwise specially summoned to attend personally, fails to appear without a valid reason for absence, or who fails to give due notice of his being prevented or who leaves the Court without permission before the proceedings are closed, may be fined by a decision given in the course of the case, or be required to pay wholly or in part the costs which he has involved.

If after being summoned or called to the session again he fails to appear he may be fined, and made liable for costs again.

The same rule as in the case of absence without a valid reason shall apply as regards an expert who, without valid reasons, refuses to take over his office or neglects his duty, or to any person who must be excluded because he attends in an intoxicated condition.

(2) If any person refuses without valid reasons to make a declaration or to take an oath or to make an asseveration, he may be fined by a decision given in the course of the case and required to pay, wholly or in part, the costs which he has involved through his refusal. The said penalty and liability to pay costs shall not be imposed upon him more than twice in the same case.

(3) If any person fails to fulfil his obligation to produce a document or demonstrate, submit or give access to other things, or to inspect or to make

extracts from a document and so forth, he shall be regarded as having failed to make a declaration.

**§44. Responsibility for objections.**

The Objections Committee of the Supreme Court may impose fines and liability to pay costs for obviously baseless objections.

**CHAPTER V.—FINAL PROVISIONS.**

**§45. Costs of proceedings.**

(1) No charge shall be made for the consideration of a case by the Industrial Court or the conciliation authorities or for the taking of evidence for use in such a case.

But the Industrial Court may by a decision require one or both of the parties to reimburse the Treasury wholly or in part for the costs of the proceedings before the said Court.

(2) One party may procure the awarding of costs against the other party in cases before the Industrial Court, in accordance with the rules in general civil cases. On the other hand, each party in the absence of other arrangements shall bear his own costs in conciliation proceedings.

**§46. Salaries, etc.**

(1) Salaries and honoraria for the members of the Industrial Court, the State Conciliator, the official conciliators and members of boards of conciliation shall be paid by the Treasury. The office expenses, and cost of premises, and of clerical assistance during the sessions, shall likewise be paid by the Treasury.

(2) The president of the Industrial Court and the State Conciliator shall have fixed annual salaries.

The official conciliators shall have fixed annual salaries and an honorarium fixed by the Government Department concerned for each individual case.

The remaining members of the Industrial Court and of the boards of conciliation shall be paid an honorarium for each case by the Government Department concerned. The members of the Industrial Court may also be granted fixed salaries.

(3) When travelling, the members of the Industrial Court, the official conciliators and members of the boards of conciliation, shall have a claim to an allowance for board and lodging in accordance with the Act of 10th July, 1894. The allowance for board shall be that fixed for the first class in §17 of the Act.

(4) The King shall issue the necessary regulations respecting the exercise of the duties of clerk to the courts in connection with the Industrial Court and the boards of conciliation.

**§47. Commencement of the Act.**

This Act shall come into force on a date fixed by the King.

If the Act is not brought into force at the beginning of a calendar year, the periods fixed in §10 (2) and §27 (1) and (3) shall apply as from the beginning of the following calendar year.

2. *Lov om arbejderbeskyttelse i industrielle virksomheder.* 18 September 1915.

**Act respecting the protection of workers in industrial undertakings.** Dated 18th September, 1915.

## PART I.—APPLICATION OF THE ACT.

### §1. *Undertakings Subject to the Act.*

Unless otherwise expressly provided in the Sections here following, this Act shall apply to :

I. (a) Factories and works where handicrafts or other industrial occupations are carried on, provided that such works have the character of factories or that use is made in them of power other than human strength or of steam boilers. Notwithstanding, this Act shall not apply to works where a motor of not more than 1 h.p. is in use.

(b) Stone quarries, chalk-pits, and stone-hewing undertakings where at least five persons are regularly employed.

(c) Mines, ore-dressing works, smelting works and other undertakings for the getting or refining of minerals.

(d) Works where explosives are manufactured or used in manufacturing processes.

II. (a) Works where handicrafts or other industrial occupations are carried on, provided that at least five persons are regularly employed, and that such persons are employed by the occupier of the business in his workshop, or in some other workplace not being any workman's home.

(b) Ice-cutting works.

The King shall determine, after consultation with the Labour Council, whether and to what extent the following works shall be subject to this Act, namely :

(c) Operations where warehousemen and packers are employed or where workmen are employed on building sites, demolition works, goods steamers, etc., in so far as concerns such workmen.

(d) Works employing workmen in the building trades, water, gas and sewer workers, and bridge builders, and on the construction of roads, harbours, telegraph and telephone installations, and other enterprises of like nature.

Notwithstanding, enterprises of the aforesaid kind shall not be subject to the provisions of this Act if, on account of the short duration or limited nature of the operations, they cannot be brought under organised management.

### §2. *Meaning of "Worker" in the Act.*

In this Act the expression "worker" shall mean a person engaged by the employer or someone on his behalf to perform work which comes under the Act, including apprentices, but not directors, managers or other persons in authority, nor messengers or members of the office staff or foremen who substantially exercise supervision or are paid fixed monthly or yearly salaries.

In this Act, "young workers" shall mean workers between 14 and 18 years of age who are not required to attend school under the Elementary Education Act.

In this Act "children" shall mean persons who are under 14 years of age and those above that age who are still required to attend school under the Elementary Education Act.

*§3. Decision of the Question how far any Undertaking, etc., is subject to the Act.*

The question how far any undertaking and any work is subject to the Act in pursuance of §§1 and 2 shall, in the absence of any provision to the contrary, be decided by the Labour Council named in §56.

The King may order that steam-boilers shall be subject to inspection under this Act, even where they are not employed in any undertaking specified in §1.

*§4. Duty of Occupiers of Undertakings to give Notice.*

Every person being the occupier of an undertaking presumably subject to this Act shall notify the inspecting authority of the fact within eight days of the coming into force of the Act, or, in cases contemplated in §1, II. (c) and (d) of the issue of the King's Order, or of the starting of the undertaking; the said Notification shall contain the object and nature of the enterprise, the nature and extent of the mechanical power used, the number of persons of both sexes employed, classified according to the different age groups contemplated in the Act. The inspecting authority may at any time require information to be supplied respecting the number, sex, age and health of the workers, and the number, nature and size of the power machines used.

PART II.—CONSTRUCTION OF WORKPLACES: CONDITIONS OF HEALTH:  
PREVENTION OF ACCIDENTS.

*§5. Plans of Premises.*

Any person fitting up and managing industrial works of a kind contemplated in §1, I., or intending to introduce substantial alterations in any existing works, shall, after informing the inspecting authority of his intention and of the nature of the undertaking in contemplation, and after submitting the plan of the works or buildings contemplated and their inside arrangements, have the right to an advisory report from the inspecting authority, stating whether they have any comments to make on the carrying out of the plans in view of the provisions of this Act.

*§6. Measures for the Prevention of Accidents.*

Workplaces shall be so constructed and maintained, persons tending machines so clothed, and the work in the undertaking so ordered in every respect and carried out in such a manner, that the workmen shall be protected as effectively and suitably as possible from danger to health, life and limb. The same rule shall apply in respect of both movable and immovable apparatus belonging to the undertaking and used in or near the workplaces, including cable tramways and railways, without regard being had to their length. Such railways must be managed in such a way as not to involve any danger to general traffic.

*§7. Precautions against Danger in the Workplaces.*

Workplaces shall, as far as circumstances allow, be provided with accessible and suitably arranged stairways and exits for the workmen to use in case of fire or any other emergency. The number of stairways and exits must be in proportion to the number of workmen, consideration being paid to the position of the workrooms. The inspecting authority may, where it is deemed necessary, require special rescue apparatus to be provided.

The inspecting authority may, further, require one or more lightning conductors to be installed.

### §8. *Gangways in Machine Rooms.*

In rooms where there is machinery the gangways used for traffic shall be sufficiently high and broad, so that the workmen tending the machines or persons passing shall not be exposed to the danger of coming into contact with the moving parts of the machinery, provided that reasonable care is taken.

### §9. *Boilers and Pipes.*

Steam boilers and pipes under steam pressure shall be carefully constructed, fitted and maintained. Before they are brought into use the inspecting authority shall be notified. They shall be examined and inspected both before use and thereafter in the manner determined by the King. The King shall also issue whatever further regulations may be deemed necessary in pursuance of the provisions of this Section. It shall be the duty of the owner to assist in the said examinations to the best of his ability with such appliances as are at hand in the workplace. He shall pay the costs of the examinations, as fixed by Parliament; payment may be forced by distraint, if not made within one month of the date of the examination.

The Government Department having authority shall issue a guide to the use of steam boilers. The said guide shall be posted up wherever boilers are in use.

The inspecting authority may, where this is deemed to be necessary, require any person responsible for the management of a boiler to be in possession of a certificate to the effect that he possesses the necessary knowledge. The said certificate must be approved by the inspecting authority. Where any person responsible for the management of a boiler is guilty of gross neglect, or if it is proved that he has not the necessary knowledge, the inspecting authority may forbid his employment in charge of a steam boiler for a more or less long period. If such prohibition results in the person concerned leaving the works, no term of notice shall be necessary.

### §10. *Protection from Dangerous Machinery, etc.*

The following special provisions shall apply in respect of machines on the premises and the machinery for driving the same:—

(a) Machines, parts of machines, shafting, driving bands and other apparatus for transmitting power, which expose the workmen to danger during their employment or in passing, shall be carefully covered in or fenced.

(b) Water-wheels, turbines and other water motors of like nature shall be carefully fenced. In order to prevent accidents the water supply channels leading to such motors shall have one or more gratings.

(c) No power machine shall be started until a signal has been given to the workmen which can be clearly heard in the workrooms containing the machinery to be started.

(d) If there are no arrangements for breaking the connection between the machines in any workroom and the engine, it must be possible for a halt signal to be conveyed to the latter.

(e) If an engine drives several independent works, it must be possible to stop the main shaft in each such works, whether or not the engine continues to run.

### §11. *Fencing of Openings, etc.*

Hatchways and stairways and openings in the earth for mines, etc., open vats or large vessels, ponds, channels for conveying water or ice, shall be

covered or provided with railings as far as it is deemed to be necessary for the safety of the workmen and the nature and character of the works allow.

#### §12. *Lighting of Workrooms.*

Workrooms shall be suitably lit by daylight or artificial light, so that the workmen shall, especially, be able to see clearly all movable parts of machines exposing them to danger whilst in motion.

In workrooms where explosive or highly inflammable gases, fumes or dust are prevalent or liable to be generated, the artificial lighting shall be arranged in such a manner as to ensure the necessary security. The workrooms shall also be sufficiently warmed, where this is possible, in view of the conditions of work and the nature of the undertaking.

#### §13. *Ventilation, etc.*

There shall not be employed in any workroom a larger number of persons than is proportionate to the size of the room, allowing for the space occupied by machines, implements, materials, etc. Suitable provision shall be made for adequate ventilation, if necessary, by means of mechanical arrangements, so that the air shall be kept free as far as possible from injurious dust, unhealthy gases and fumes, unpleasant odours or excessive heat, and that the ventilation shall be adequate in proportion to the number of persons employed. Provision shall likewise be made by means of ventilation, and, if necessary, also by isolation, to prevent poisonous gases, smoke and dust, great heat, steam and smells liable to arise in particular workrooms or certain parts of the works from penetrating to other workrooms.

#### §14. *Workrooms with Poisonous Materials.*

No persons other than the workmen there employed shall be admitted to any workroom where poisonous materials are prepared or used.

An order to this effect shall always be posted up.

#### §15. *Cleaning, Whitewashing and Painting.*

The premises shall be cleaned frequently. That part of the floor in workrooms which is near machines or hollows containing part of the shafting shall be kept in such a cleanly state that it shall not become slippery with oil or grease. When this appears to be necessary, walls and ceilings shall be suitably whitewashed; if they are painted they shall be kept clean by washing. Cleaning processes shall be carried out at such a time and in such a manner as may be desirable in the interests of the health and safety of the persons employed.

#### §16. *Meal-rooms, etc.*

In the works specified in §1, I., the workmen must be given facilities for warming their meals in or near the workplaces, and, where desirable in view of the weather, for taking their meals in a warm, clean and ventilated room.

#### §17. *Measures for Enforcing §§6-16.*

The inspecting authority shall determine in each individual case what is required of employers and workmen in respect of the observance of the rules contained in §§6-16. Should it appear expedient to issue for this purpose general regulations respecting the conduct of workmen, to be posted up in the works concerned, the inspecting authority (or in case of mines, the mining officer concerned) shall issue such regulations and any later amendments of the



same after giving the employer an opportunity of expressing his opinions thereon. The said general regulations shall require ratification by the Labour Council. Where the nature and character of the undertaking, or the existing circumstances are such that the rules contained in §§6-16 cannot reasonably be forced in their entirety, the inspecting authority may allow the necessary exceptions for a short period, not exceeding three months. No exception shall be granted for a longer period without the sanction of the Labour Council.

*§18. More Stringent Measures for Special Circumstances.*

The King shall draw up, after consultation with the Labour Council, a list of certain classes of undertakings or particular undertakings or particular branches of work in one or more undertakings, which are found to involve special dangers to the life or limb of the workers, or to be specially injurious to health, or exhausting. For such works the King shall lay down more stringent provisions on the following matters or some of them :

- (a) Special precautionary measures shall be adopted ;
- (b) Shorter shifts than usual or a fixed working day of not more than eight hours shall be prescribed ;
- (c) Workmen employed in such specially exhausting or dangerous work shall be employed at certain specified hours in other occupations of a lighter and less dangerous nature ;
- (d) The employment of children and young persons shall be restricted to a greater extent than is otherwise prescribed in the Act. or prohibited entirely ;
- (e) In certain occupations a similar prohibition shall apply to pregnant women ;
- (f) Workmen shall not be permitted to take their meals in the workrooms or remain there during breaks in work, and special places sufficiently separated from the workrooms shall be provided for this purpose.

If any of these regulations are to include occupations in which the workers or employers belong to a national trade organisation, they shall be given an opportunity of expressing their views. The Labour Council shall be consulted in any case.

*§19. Work Below Ground.*

In mines, etc., no children or young persons under the age of 16 years, or women, shall be employed in work below ground, and young workers above the age of 16 years may be employed below ground only in light work permitted in pursuance of the general regulations drawn up by the Labour Council on the proposition of the mining officers.

*§20. Cleaning, etc., of Shafting, etc.*

No women or children shall be employed in cleaning, oiling or looking after any shafting or machinery in motion, nor in putting driving belts, ropes, etc., on fly-wheels in motion, except in cases where there is absolutely no danger involved.

*§21. Tending of Steam Boilers, etc.*

No children or young workers shall be employed in charge of steam boilers or machinery, the tending of which requires special care.

*§22. Notification of Industrial Accidents, etc.*

Where any workman employed in an undertaking subject to this Act sustains injury in the course of his work which is likely to render him unfit for work for at least three days, or causes death, the owner or manager of the undertaking shall, if the undertaking is not subject to the legislation respecting the accident insurance of workmen in industry, etc., give notice in writing to the inspecting authority as promptly as possible and within three days at latest, stating the cause and the extent of the accident. On receiving notice of an accident in this manner or in the manner prescribed in §17 of the Accident Insurance Act, the inspecting authority shall, if the circumstances of the case so require, make a further investigation into the cause of the accident and its results.

**PART III.—HOURS OF WORK AND THE EMPLOYMENT OF CHILDREN, YOUNG WORKERS AND WOMEN.**

*§23. Ordinary Period of Employment.*

(1) The ordinary period of employment of a worker shall not exceed 10 hours a day, or 54 hours a week. Notwithstanding, the ordinary weekly period of employment shall not exceed 48 hours for workers in :

(a) mines, in so far as the work is performed below ground, and smelting works ;

(b) book and newspaper printing works.

In the case of workers in mines and smelting works who have a regular holiday on Saturdays, a worker's ordinary period of employment may be extended to 10 hours a day, but shall not exceed 48 hours a week.

(2) In undertakings which are dependent to an essential degree upon the seasons, the climate or other natural circumstances, the ordinary period of employment may, with the King's consent, be so arranged as to be longer in the summer than in the winter half-year.

Where regulations on this matter are to cover occupations in which the workers or the employers belong to a national trade organisation they shall be given an opportunity of expressing their views. The Labour Council shall be consulted in any case.

(3) The ordinary period of employment shall lie between 6 o'clock in the morning and 9 o'clock in the evening. In places where the true time is at least one hour before normal time, the beginning of the ordinary period of employment may, however, be advanced up to one hour.

In undertakings or parts of undertakings where two day shifts are introduced of not more than 8 hours each, the ordinary period of employment may be between 6 o'clock in the morning and 12 o'clock midnight.

(4) In the case of undertakings which have now a longer period of employment than that fixed under (1) the King may provide that the period of employment shall be reduced gradually, so as to be brought down to the ordinary period of employment by the end of 1920.

(5) The ordinary weekly period of employment of a worker shall be so distributed that he has every week a holiday of at least 24 consecutive hours.

*§24. Night Work.*

(1) Work performed between 9 o'clock in the evening and 6 o'clock in the morning shall be held to be night-work, excepting the work named in §23 (3), second paragraph, in so far as concerns workers over 16 years of age. Work shall not be carried on at night, except :

- (a) as overtime work in pursuance of the provisions of §27 ;
- (b) watching and the necessary stoking and heating operations, and in milk condensing factories, as regards the necessary reception, handling and transmission of milk, in so far as concerns workers over 18 years of age ;
- (c) in the case of workers over 16 years of age, in dairies and cheese-making undertakings, in so far as is necessary for the reception, handling and transmission of milk ;
- (d) as far as concerns workers over 18 years of age in undertakings or parts of undertakings, the working of which cannot from their nature or conditions be interrupted.

The inspecting authority shall decide how far an undertaking is of this description. The decision of the inspecting authority shall be submitted to the Labour Council, if the undertaking concerned or any person employed in it so desires ;

- (e) in connection with exemptions.

(2) Exemptions as contemplated under (1) (e) may be allowed in the following cases :

(a) The King or the Government Department appointed by him may allow undertakings or parts of undertakings, where night-work appears necessary for special economic reasons and may be regarded as customary in the branches of industry concerned, to carry on work between 9 o'clock in the evening and 6 o'clock in the morning. In so far as young workers over 16 years of age are employed in this period, their hours of work shall not exceed 8 in the 24 hours. Before a decision is reached, the Labour Council shall be consulted.

(b) Permission similar to that contemplated in the preceding paragraph may be given by the inspecting authority, subject to more detailed conditions, to undertakings in which there is a press of work at certain regularly recurring seasons of the year, or in which unforeseen circumstances cause a press of work, or in which night-work is necessary at times in order to avoid damage to raw materials or the finished product. In so far as young workers over 16 years of age are employed, their hours of work shall not exceed the limit fixed in §23 (1). Finally, the inspecting authority may give similar permission if natural circumstances, accidents, or other unexpected occurrences have interrupted the regular course of any particular works or rendered the work liable to be interrupted.

The permission contemplated under (1) and (3) shall not be given for a longer period than six weeks at a time. Permission need not be applied for in respect of the first four days.

(c) In mines the King may permit young workers who have procured a medical certificate to be employed in the summer beyond the times named in §23 in so-called hand-washing operations (haandvaskningsarbeide), if the work is carried on by daylight and is, in the opinion of the inspecting authority, not likely to cause injury to the health or physical development of the persons concerned.

#### §25. *Exceptions to the Regulations respecting the Ordinary Period of Employment.*

(1) Work which, in view of natural occurrences, accidents or other occurrences which could not be foreseen, must be carried out in order to avert danger or injury to life or property, may be performed at any time of the day

and night regardless of the provisions of §23 (3). During the first four days the limitations contained in §23 (1) and (5) [Cf. §18] shall not apply to the daily period of employment.

(2) Where natural occurrences, bad weather or accidents which could not be foreseen, or which the the particular undertaking was powerless to avert, have caused a reduction of the ordinary period of employment, the reduction may be made good by increasing the ordinary period of employment fixed in §23 by not more than 2 hours a day. The inspecting authority shall determine the number of weeks during which the work required may be performed.

#### §26. *Overtime.*

(1) Where, in the case of any workers, the work extends beyond the time fixed for their ordinary period of employment under §23 (1) and (2), and §18 [Cf. §25], the work performed in the extended period shall be regarded as overtime work. For this purpose it shall make no difference whether the work is carried on by day or night (§24).

(2) In so far as a worker proves, by means of a medical certificate, that his health will suffer by longer hours of work than his ordinary hours, the employer shall not require him to work overtime.

#### §27. *Maximum Period of Employment (Overtime).*

(1) In the case of workers over 18 years of age overtime may be worked up to 10 hours a week.

The inspecting authority may, for a particular occasion or for a period not exceeding six months at a time, give permission for overtime to be worked by particular workers up to 15 hours a week in undertakings where the amount of work is regularly larger at certain seasons of the year than at others, or where an extension of overtime is necessary to prevent damage to raw materials or products, or if it seems that the due execution of orders accepted is bound to involve an unforeseen and unusual press of work. The same shall apply to repairing work where extended overtime appears to be necessary to maintain the regular course of an undertaking or to resume it within a reasonable time.

(2) Overtime shall not in any case exceed 30 hours for any worker in four consecutive weeks, except for workers who are regularly employed in stoking or heating operations before the ordinary period of employment begins.

(3) In the case of undertakings which, in view of the nature of the product or for other reasons, need a longer period of employment at certain seasons of the year, the Government Department concerned may, after consulting the inspecting authority, lay down rules for overtime other than those contained under (1) and (2) above. The total number of hours of overtime in the calendar year shall not, however, exceed that fixed under (2) above.

#### §28. *Payment for Overtime.*

Overtime work shall be remunerated by an agreed addition to the wages paid to the workers for corresponding work in their ordinary period of employment. Work which must be performed outside the actual work of the undertaking, such as stoking and the heating of workrooms and so forth, shall not be paid for as overtime without a special agreement to that effect.

The preceding provisions shall not apply to workers with fixed monthly or yearly salaries, nor to piece-workers in the absence of any special agreement.

### §29. *Wages Registers.*

The King may provide that wages registers shall be kept in such a manner that the overtime work can be checked. They shall be accessible to the inspecting authority.

### §30. *Work on Sundays and Holidays.*

(1) No workers shall be employed from 6 o'clock in the afternoon before a Sunday or holiday until 10 o'clock in the evening of the next day or, if two or more holidays follow each other, on the last holiday.

(2) Notwithstanding, the provisions contained under (1) shall not apply to workers over 16 years of age, who carry out :

(a) work which is necessary to prevent injury to premises, machines or products ;

(b) work on repairs to whatever extent is necessary to the regular work of the undertaking itself or some other undertaking, in the remaining part of the week, but only in so far as it cannot be performed outside the time named under (1) without interrupting the ordinary course of work ; further, cleaning work, which must be undertaken in the period named under (1) either out of consideration for the regular course of the undertaking in the remaining part of the week, or by the orders of the inspecting authority in pursuance of §§15 and 17 ;

(c) work in dairies and cheesemaking undertakings in so far as is necessary for the reception, handling and transmission of milk ;

(d) watching and the necessary stoking and heating operations

(e) work in undertakings or parts of undertakings the working of which cannot from their nature or conditions be interrupted.

The question whether any work comes under these exceptions shall be settled in pursuance of the rules contained in §24 (1) (d) above.

(3) With the consent of the Government Department concerned, Sunday work may be allowed for workers over 16 years of age for the purpose of performing work which, out of consideration for the public or general interests, must be carried on in the period named under (1) above, or is specially required for other considerations.

The said permits shall not apply to the period between 3 o'clock in the afternoon of Christmas Day until 10 o'clock in the evening of the second Christmas holiday, from 6 o'clock in the afternoon of Wednesday in Easter week until 10 o'clock in the evening on Good Friday, and from 6 o'clock in the evening before Easter Day and Whit Sunday until 10 o'clock in the evening on the second day of the Easter and Whitsun holidays, unless they expressly include these periods.

(4) In milk condensing factories exceptions may be allowed to the rule laid down under (1) above by the inspecting authority for workers over 18 years of age, in so far as is necessary for the reception, handling and transmission of milk.

(5) With the consent of the inspecting authority given on each occasion work may be performed on Sunday by workers over 18 years of age for the purposes of repairing and doing up the business premises, if such work would involve disproportionate inconvenience or expense at other times. Where in such circumstances it seems especially necessary the inspecting authority may allow such work to be carried on at any time of the day and night regardless of the provisions of §24 or permit overtime to extend over a longer period for each worker than is allowed under §27 (1).

(6) Workers who have worked on Sundays in the manner contemplated under (2) (b), (c) and (d), (3) and (4), shall have a whole holiday on the following Sunday in accordance with the rule laid down under (1).

Notwithstanding, the Government Department concerned may, on the recommendation of the inspecting authority, allow exemptions in this matter, if this seems to be especially necessary for practical reasons.

(7) In the case of workers who work on Sunday under the provisions of (2) (e) there shall be a weekly alternation of shifts on a plan approved by the Government Department concerned.

### §31. *Exceptions to the Provisions respecting Hours of Work.*

In paper, cellulose and wood pulp factories where night-work takes place under §24, the provisions of §23 shall not apply. The King may, after consultation with the Labour Council, provide that the same shall apply for other trades where night-work takes place under §24.

In so far as the undertakings named in the preceding paragraph adopt a system of shifts fixed by the King, with three shifts in 24 hours, they may make use of a weekly period of employment from 10 o'clock on Sunday evening until 6 o'clock in the morning of the following Sunday.

The provisions of §§23-30 shall not apply to workers over 18 years of age employed in :

- (a) the undertakings named in §1, II. (c) ;
- (b) handicrafts which do not come under §1, I.

### §32. *Meal-times and Breaks for Rest.*

Where the work lasts longer than 8 hours, the workers shall have a break of at least one hour for rest at midday.

During the breaks for rest work shall not be permitted and the workers shall only be allowed to remain in the workrooms either if the parts of the undertaking in which they are employed stop work entirely, or the inspecting authority gives a permit to that effect.

The provisions as regards breaks for rest may, with the permission of the Government Department concerned, be modified in accordance with the needs of the undertaking. In such cases, the workers shall be given the legally prescribed breaks for rest as far as possible in shifts or some other manner.

### §33. *Employment of Women before and after Confinement.*

No woman shall be permitted to work in the first six weeks after her confinement. Women shall not be refused exemption from work in the last four weeks before the time when in accordance with the certificate of a medical man or midwife they expect their confinement. On the conclusion of the aforesaid six weeks the woman concerned shall have the right to return to the work, in so far as she shall have presented a request to that effect before she left work in pursuance of the preceding provisions.

Relief given from public funds in necessitous cases caused as a result of the provisions of the first paragraph shall not be regarded as poor relief. Such relief shall be paid by the commune of settlement concerned, subject to the right of recovery from the parents of the child.

Women who are employed in undertakings which come under this Act shall not be refused opportunities for nursing their children themselves.

**§34. *Employment of Children.***

No child shall be employed in work which comes under this Act ; notwithstanding, children over 12 years of age may, after consultation with the school managers, be employed with the permission of the inspecting authority for not more than five hours a day on such light work as will not injure their health or hinder their physical development, if it is shown by a medical certificate that their state of health does not render them unsuited for the work for which they are intended. The medical certificate shall be issued if possible by the medical member of the local inspecting authority, who shall be paid, at the employer's expense, Kr. 0.50 for the examination and the issue of the certificate.

Children who are not yet exempt from attendance at an elementary school shall not be employed on work which comes under this Act in the time devoted to instruction or in the course of the two hours which precede the same, nor in any case to such an extent that their total hours of school attendance and work exceed seven hours a day.

No child shall be employed before 6 o'clock in the morning or after 8 o'clock in the evening.

**§35. *The Employment of School-Children, Birth Certificates, etc., for Children and Young Workers.***

No employer shall engage any child or young person before he has satisfied himself, by the production of a certificate of birth or by the written testimony of some public functionary, of the age of the worker concerned.

In every workplace, the employer shall keep a register of the children and young persons employed there, which shall contain particulars of their names, ages and residence, the dates when they enter and leave the employment, the name and status of their parents or guardians, and where necessary, their hours of school attendance. The register, together with the certificates contemplated in §34 and in the first paragraph of this Section, shall be checked by the inspecting authority, by whom a copy of the register shall always be kept.

The manner in which the register shall be kept shall be prescribed by the Government Department concerned, who may incidentally require that further particulars, in addition to those named above, shall be entered therein.

For every school-child employed by them, employers shall be in possession of the certificate from the teacher concerned contemplated in §16 of the Act respecting elementary schools in the country, dated 15th August, 1908, and §18 of the Act respecting elementary schools in towns, of the same date.

Where the school managers find it necessary, in order that a school-child may acquire the necessary standard of knowledge, that his hours of work should be reduced below the limit prescribed in the present Act, they may issue the necessary orders to this effect.

The hours of work of children and young persons who attend technical evening schools and such-like, shall be so arranged as not to prevent them from participating in the said instruction.

**PART IV.—PROVISIONS REGULATING CONDITIONS OF WORK IN OTHER RESPECTS.**

**§36. *Decency in Workplaces.***

It shall be incumbent upon both employers and workers to see that decency and good morals are maintained in the workplaces.

### §37. *Settlement and Terms of Pay.*

The amount of wages payable shall be agreed upon between the employer and the workers and the wages so found to be due shall be paid at least once a week in current coin in or near the workplace. Wages shall be paid during the period of employment, or as promptly as possible thereafter. In the case of piece-work, the definite settlement may be postponed until the work is finished, but the workman shall be paid every week an advance corresponding to the amount of work done.

Notwithstanding, by special agreement between employers and workers, other terms for settlement may be fixed.

No deductions for special purposes shall be made from the wages of workmen except with their consent contained in a written agreement or in pursuance of legal enactments or regulations.

The employer shall inform the workmen of the conditions of payment in each particular case (daily wages or piece-work prices).

### §38. *Terms of Notice.*

The following provisions shall apply in the undertakings designated in §1, I. :—

The terms of notice between employers and permanent workers shall be 14 days, unless anything to the contrary is agreed upon in writing or contained in the rules of employment.

The terms of notice shall in any case, be the same for both parties.

Permanent workmen shall be workmen either expressly engaged as such, or who have been employed in the regular work of the undertaking for the space of at least two weeks.

Where accidents, natural occurrences, or other occurrences for which it is impossible to make an allowance (not including the bankruptcy or death of the employer) necessitate an interruption of the work of the undertaking or part of the same, it shall not be necessary to give notice to the workmen employed in the interrupted process. Where a workman is engaged to perform a particular job of a temporary nature, it shall likewise not be necessary to give notice when the work is completed, provided that the parties have mutually agreed to this arrangement.

### §39. *Contracts of Work.*

Where a contract is in writing, the same shall be given to the workman for perusal at least 24 hours before he signs it ; the contract shall contain a note to the effect that this has been done. The contract shall be signed by both parties and a copy supplied to each.

It shall not be lawful for an employer to withdraw on his part alone from a contract before the term of notice has elapsed, unless the workman has been guilty of a serious breach of the regulations or, in general, of any other serious offence. It shall not be lawful for a workman to withdraw from a contract unless the employer fails to fulfil his obligations towards him, or treats him in a manner contrary to the law or contract or allows him to be so treated by other persons.

Where a written contract between an employer and workman has not been given to the workman for 24 hours for perusal, the provisions respecting the settlement and payment of wages and terms of notice contained in the Act shall apply. Where a contract provides for different terms of notice for the two parties, it shall be void in this respect, and the rule respecting 14 days' notice shall apply.



#### *§40. Rules of Employment.*

In undertakings where more than 10 persons are employed or where, regardless of the number of workmen, it seems expedient to the inspecting authority to issue orders to this effect, the employer shall draw up a set of regulations containing complete rules of employment, rules for the orderly management of the undertaking, the terms of engagement and dismissal, and rules respecting the payment of wages.

Where fines are to be imposed, special provisions respecting the same shall be included in the regulations. In no particular case shall the amount of fines imposed exceed one half-day's wages, except in the case of gross offences liable to endanger the life, limb or health of others, or to cause a serious destruction of or injury to property; examples of such exceptional cases shall be given in the regulations.

The proceeds of fines shall be devoted to a sick fund designated by the Government Department concerned.

Deductions from wages for bad work or the spoiling of materials shall not be regarded as fines.

#### *§41. Opinions of the Workers on the Rules of Employment, etc.*

In drawing up the regulations, the employer shall give the workmen an opportunity of expressing their views on the provisions of the same.

To this end, a copy of the draft regulations drawn up by the employer shall be placed for inspection in a place which is convenient for the workmen within the curtilage of the undertaking. The workmen shall appoint at least five representatives to give, on their behalf, an expression of opinion on the draft. The said representatives, who must have completed the 21st year of their age, shall be elected by all the workmen over 18 years of age in the undertaking.

The workmen or their representatives shall be allowed for the purpose of considering the matter, a period of at least 14 days, reckoned from the date when the regulations are issued. The opinions of the workmen or their representatives on the draft shall be appended thereto when it is submitted for ratification (§42).

If the workmen renounce the right of appointing representatives or of expressing their opinions, they shall give the employer written notice of the fact without delay. In such cases the employer may submit the draft for ratification, together with the workers' notice, before the term of 14 days has elapsed. If the workmen fail to notify the employer of the fact that they have renounced the right of taking part in the drawing up of the regulations, or if the workmen's elected representatives fail to express their opinions within the appointed term, the employer shall, in submitting the draft for ratification (§42), append thereto a written certificate stating that the draft has been placed open to inspection for 14 days.

#### *§42. Time Limits for Sending in Rules of Employment.*

All rules of employment in force when the present Act comes into force shall be sent in by the inspecting authority within four weeks from that date to the Labour Council, in order that the question of how far they are in conformity with the provisions of the Act may be examined. If it is found that they are not in conformity with the Act they shall be dealt with, as far as may be necessary, in the manner prescribed in §41, and a draft of the necessary amendments to the regulations shall be sent in to the inspecting authority

within four weeks from the day when the decision of the Labour Council was made known to the undertaking.

Occupiers of undertakings which are included under the present Act, but which were not formerly subject to the inspection of factories, and the occupiers of new undertakings which come under the Act, shall, in so far as they employ more than 10 workers, send to the inspecting authority within six weeks of the coming into force of the Act or after the undertaking has commenced operations, a draft of the rules of employment, drawn up in the manner prescribed in §41.

Where the inspecting authority requires rules of employment to be drawn up in pursuance of the provisions of §40, the draft of such rules shall be sent in within four weeks of the date when the order was issued.

#### *§43. Ratification of Rules of Employment.*

The inspecting authority shall send the rules of employment as soon as possible, with their comments, to the Labour Council for ratification. The said Council shall alone have power to determine how far the rules have been drawn up in a lawful manner and are not contrary to the provisions of the Act or contain regulations which are unfair to the workers.

A copy of the rules of employment shall be presented to each worker.

#### *§44. Alteration of the Rules, etc.*

The procedure described in §§41 and 43 shall be adopted also when it is proposed to make any additions to, or modifications in, regulations which have already been ratified.

The provisions of §40, paragraphs 2, 3 and 4, respecting the amount and application of fines, etc., shall apply even in cases where no regulations have been drawn up.

#### *§45. Notices to be Affixed.*

A sufficient number of copies of the Regulations issued by the King or other authorities in pursuance of this Act, including the rules of employment drawn up, a statement of the hours in the day when the workers begin and cease work and their breaks for rest, shall be posted up in an easily legible form, in one or more suitable and conspicuous places. A list of the workers under 18 years of age who are employed at any time in the undertaking, and the exemptions from the provisions of the present Act which are allowed to the undertaking, shall likewise be posted up.

A copy of the present Act and of any Acts by which it may be amended or supplemented shall be exposed in a place which is suitable for, and easily accessible to, the workers.

#### *§46. The Requirements of the Act Not Variable.*

The workers shall not have power to agree, with legal effect, to deviations from the provisions of this Act, beyond those expressly allowed thereby.

### PART V.—INSPECTION.

#### *§47. Inspectors and Assistants.*

The supervision of the enforcement of this Act shall be carried out by a Chief Inspector and two or more factory inspectors, one of whom shall be a woman. Notwithstanding, the mining officers, except as regards the machinery contemplated in §10, shall see that the management of, and work in, mines and undertakings treated as mines under the Mining Act, is carried on in such a way

that the health, life and limb of the workmen are protected as far as possible and in a suitable manner.

In undertakings which come under the present Act inspection with regard to inflammable substances dealt with in the Act respecting the prevention of fire, shall be carried out by the inspector contemplated in that Act. More detailed regulations respecting the relations between that inspector and the factory inspectors shall be issued by the King.

The Chief Inspector and the factory inspectors shall be appointed by the King, subject to six months' notice of dismissal; their salaries shall be paid by the Treasury. In appointing the men inspectors, special attention shall be paid to the possession of technical knowledge. For the assistance of the inspectors, the Government Department concerned shall appoint the necessary number of assistants, whose salaries shall be paid by the Treasury, and who shall be subject to six months' notice of dismissal. At least one assistant shall be a woman.

#### *§48. Local Inspecting Authorities: Their Composition and Appointment.*

In every commune where there are undertakings subject to this Act there shall be a local inspecting authority, which shall consist of at least three persons appointed by the communal authority, including at least one woman and one workman; a medical man shall likewise be appointed, as a rule, as a member of the authority. In making the appointments the communal authorities shall see that, in all cases, one of the persons appointed possesses some knowledge of machinery and its use. There shall be appointed at the same time the same number of substitutes, also including at least one woman and one workman. The communal authority shall choose the president of the inspecting authority.

At least 14 days before the appointments are made the president of the commune shall invite the workmen employed in the undertakings situated in the commune which are subject to this Act to meet in order to nominate one or more workmen whose appointment to the inspecting authority they desire.

The appointment of the members of the local inspecting authority shall be undertaken in time for the persons appointed to enter upon their duties at the New Year following. The term of office shall be three years. Any person having acted as an elected member of the inspecting authority for at least three years may refuse re-election during the following three years.

The members of the local inspecting authorities acting when this Act comes into force shall continue to act for the term for which they were appointed.

#### *§49. Functions of the Local Inspecting Authority.*

One or more members of the local inspecting authority shall inspect in person and unannounced every undertaking subject to this Act in the district at least once every half-year. On these visits of inspection the person or persons inspecting shall require, in whatever manner shall seem most suitable, both the employer and the workmen employed in the undertaking to give information as to the existence of any illegal conditions.

Contraventions of the Act ascertained shall be reported by the persons carrying out the inspection to the president of the local inspecting authority, and by him to the Chief Inspector. Where any instructions are given to an undertaking in conformity with the Act, a time limit shall be fixed for carrying them out. A fresh inspection shall take place on the expiration of the time limit.

Where in pursuance of this Act or of instructions the local inspecting authority has power to adopt resolutions (respecting exemptions, instructions,

etc.), the said power shall be exercised *in plenum*, which may adopt such resolutions when at least three members are present, or if the number of members is six or more, when at least two-thirds are present. For the adoption of resolutions a simple majority shall be necessary; in the event of an equality of votes, the president shall have a casting vote. Minutes shall be kept of the proceedings and resolutions of the inspecting authority, and the same shall be signed by all the members taking part. The local inspecting authority may empower their president to grant exemptions in pursuance of §§24 (2) (b), 27 (1) and 31 (5), in urgent cases provisionally, and until the matter can be laid before the whole authority. The same shall apply to decisions under §§24 (1) (d) and 30 (2) (d).

The local inspecting authority and the factory inspector or mining officer concerned shall co-operate to the greatest possible extent. Further provisions respecting the sphere of action of the local inspecting authority, their relations with the inspectors and mining officers, their work and standing orders, shall be issued by the King, after consultation with the Labour Council.

#### §50. *Superintending Inspection.*

Superintending inspection shall be carried out by the Government Department concerned.

The Department may appoint one or more persons to carry out such inspection on each occasion or in particular cases.

#### §51. *The Admission of Inspecting Authorities to Undertakings.*

Factory inspectors and their assistants, the members of the Labour Council or experts, special inspectors commissioned by the Department, and also the local inspecting authorities shall have the right of unhindered entry at any time into any part whatsoever of the premises or workplaces which are subject to this Act or in respect of which there exists any question as to whether they should be held to come under the Act. The same shall apply in the case of the mining officers in respect of the undertakings which they are required to inspect in pursuance of §47. All such persons shall be bound to produce, on demand, a certificate of their appointment, which shall be supplied to the members of the local inspecting authority by the communal authorities concerned, to the members of the Labour Council and experts, by the president of the Council, and in other cases, by the Government Department concerned. It shall be the duty of every person having anything to do with an undertaking to give, on demand, information touching any conditions with which an inquiry is concerned.

#### §52. *The Inspecting Authority's Relations with Undertakings.*

No permanent inspector or assistant shall have any interest in any undertaking subject to this Act or of a similar kind.

No owner or manager of an undertaking subject to this Act shall take part, as a member of the local inspecting authority, in the inspection of his own undertaking or of an undertaking of the same kind as his own, nor shall he, as a member of the Labour Council, take part in visits paid to such undertakings. The same prohibition shall apply in respect of any workman who is a member of the local inspecting authority or of the Labour Council, in so far as concerns the undertaking in which he is employed.

**§53. *Expenses of the Local Inspecting Authority.***

The expenses of the local inspecting authorities shall be borne by the communes concerned, with the exception of boarding and travelling expenses, which shall be paid by the president of the local inspecting authority and reimbursed by the Treasury.

**§54. *Maintenance of Secrecy.***

Inspecting authorities and their assistants, the members of the Labour Council, and experts, and the special inspectors commissioned by the Department, shall maintain secrecy in respect of any working or business conditions which may become known to them in the course of their work ; they shall also refrain from imitating any arrangements and processes, kept secret by the owner of an undertaking, which may come to their knowledge in the course of their work.

Where any illegal condition is notified to the Labour Council, the inspecting authority, or a member thereof, or an inspector, or assistant, the name of the informant shall be kept secret, unless he expressly agrees to his name being made known, or the complaint is not upheld.

**§55. *Resolutions of the Inspecting Authority and Amendments to the Same.***

Instructions given and exemptions, etc., allowed by the inspecting authority under the Act shall not be valid unless they are drawn up in writing.

Resolutions legally adopted by the inspecting authority shall only be amended or repealed by the inspecting authority or by the superintending department of inspection.

**§56. *The Labour Council.***

The Labour Council shall consist of five members and shall have its headquarters in Christiana. It shall be subject to the Government Department concerned. The president of the Council and his deputy must have legal training, and shall be appointed by the King for five years. Of the remaining four members and substitutes, two of whom shall be employers and two workmen, one workman and one employer shall be elected by the Government Department concerned and the others by Parliament. The said four members and substitutes shall hold office for three years. The Council may co-opt special experts on particular occasions.

The expenses of the Council shall be borne by the Treasury.

The Labour Council, in addition to the duties laid upon it by this Act, shall act as an advisory body in the Government Department concerned, especially in questions of factory inspection. Further regulations respecting the work of the Council shall be drawn up by the Government Department concerned.

**PART VI.—PENALTIES.**

**§57.**

In so far as no more severe penalties under the general penal law are applicable, an employer shall be punished by fines who :

(1) contravenes the provisions contained in or issued in pursuance of the Act for the protection of the health, life and limb of the workmen, or the instructions given by the inspecting authority for the enforcement of such provisions ;

(2) contravenes the provisions contained in or issued in pursuance of the Act respecting the employment of children, young persons or adult women and men ;

(3) interferes with peace and order in the workplaces by failure to observe decency or good morals ;

(4) fails to give notice or post up notices where required by the Act (§§4, 9, 14, 22 and 45) or fails to inform the workmen of the conditions of payment (§47) ;

(5) fails to give due assistance, when required, in the examination of steam boilers and pipes (§9) ;

(6) fails, in spite of the instructions of the inspecting authority, to take the steps required of him in respect of the drawing up of rules of employment (§§40-45) ;

(7) is not in possession of the prescribed certificates respecting the health of children and young workers, the school hours of children of school age or the age of children and young persons [§§24 (2) and 35] ;

(8) fails to keep the register of wages prescribed in §29 or the list of children and young workers employed prescribed in §35, or is guilty of gross negligence in the matter ;

(9) dismisses a workman illegally or contravenes the provisions of §37 respecting the payment of wages.

#### §58.

In so far as no more severe penalties under the general penal law are applicable, a worker shall be punishable by fines who :

- (1) is guilty of an offence contemplated under (1), (2) and (3) of §57 ;
- (2) leaves his employment illegally.

#### §59.

In so far as no higher penalty under the general penal law is applicable, any employer, worker or any other person who removes or damages deliberately or by gross negligence the prescribed safety appliances or who removes or assists in removing the prescribed notices, shall be punishable by fines.

#### §60.

The members of the factory inspecting staff, the local inspecting authority, and their assistants, the members of the Labour Council, the experts and the special inspectors commissioned by the Department, shall, for the purposes of the General Penal Code for Civil Offences, be held to be public officials.

#### §61.

Where in an undertaking a manager appointed for the purpose takes the place of the employer, provisions applying to the employer shall apply to such manager.

#### §62.

Parents or other guardians who allow the employment of children contrary to this Act shall be punishable by fines.

#### §63.

Any person who, under §51, refuses to give due information respecting matters affecting inspection and the work of the Labour Council shall be punishable by fine.

#### §64.

The offences contemplated in §57 (9) and 58 (2) shall not be prosecuted by the State, but only on the application of the injured party.

## PART VII.—COMMENCEMENT OF THE ACT.

## §65.

(1) The present Act, with the exceptions named below, shall come into force on January, 1916.

Notwithstanding, if when the Act comes into force, the period of validity of a collective agreement has not expired, the provisions of §§23-31 shall not come into force in the undertakings covered by the collective agreement, before the said agreement expires. In no case shall these provisions come into force before 1st January, 1917.

(2) The Act respecting the inspection of work in factories, etc., dated 10th September, 1909,\* and the supplementary Acts of 25th July, 1910, and 29th July, 1911, shall be repealed from 1st January, 1916. Notwithstanding, the provisions of §23, in so far as concerns young persons, and §§27 and 29 of the aforesaid Acts shall remain in force until §§23-31 of the present Act come into force, in view of what is prescribed above under (1).

## III. Sweden

*Lag om ändrad lydelse af 2 § i lagen angående förbud mot kvinnors användande till arbete nattetid i vissa industriella företag den 20 november 1909. Den 18 oktober 1912 (Svensk Författnings-Samling 1912, no. 250).*

**Act to amend §2 of the Act of 20th November, 1909,† respecting the prohibition of the employment of women on night-work in certain industrial undertakings. Dated 18th October, 1912.**

Section 2 of the Act of 20th November, 1909, respecting the prohibition of the employment of women on night-work in certain industrial undertakings shall read as follows :—

“§2. If the regular course of work is interrupted by natural occurrences or accidents the employer may reduce the period of rest prescribed in §1, during not more than one week, in so far as appears necessary as a consequence of the said interruption; the reduction adopted and the reasons must be notified immediately to the mining inspector (bärgmästare) or labour inspector concerned. If the reduction is needed for more than a week, the mining inspector or labour inspector may, at the request of the employer, allow a dispensation from the provisions of §1 for a period not exceeding one month. If a further dispensation is necessary, the same may be allowed by the State Department for Social Questions, but not for a period exceeding four months.”

The present Act shall come into force on 1st January, 1913.

\* Text E.B. IV., p. 340.

† Text E.B. V., p. 66.





# War Measures in regard to Labour Legislation

## I. Germany\*

(A) EMPIRE.

1. *Bekanntmachung über die Höchstpreise für Petroleum und die Verteilung der Petroleumbestände.* Vom 8. Juli 1915. (R.G.Bl., S. 420.)

Notification respecting maximum prices for petroleum and the distribution of petroleum products. Dated 8th July, 1915.

2. *Bekanntmachung über das Inkrafttreten von Vorschriften der Bundesratsverordnung über den Verkehr mit Brotgetreide und Mehl aus dem Erntejahr 1915 vom 28. Juni 1915.* (R.G.Bl., S. 363.) Vom 17. Juli 1915. (R.G.Bl., S. 443.)

Notification respecting the coming into force of provisions of the Federal Council's Order of 25th June, 1915, respecting the sale of bread cereals and flour from the harvest of 1915. (R.G.Bl. p. 363.) Dated 17th July, 1915.

3. *Bekanntmachung einer Aenderung der Verordnung über den Verkehr mit Brotgetreide und Mehl aus der Ernte 1915 vom 28. Juni 1915.* (R.G.Bl., S. 363.) Vom 23 Juli, 1915. (R.G.Bl., S. 461.)

Notification of an amendment to the Order of 28th June, 1915,† respecting the sale of bread cereals and flour from the harvest of 1915. (R.G.Bl. 363.) Dated 23rd July, 1915.

4. *Bekanntmachung über die Höchstpreise für Brotgetreide.* Vom 23. Juli 1915. (R.G.Bl., S. 458.)

Notification respecting maximum prices for bread cereals. Dated 23rd July, 1915.

5. *Bekanntmachung über die Wahlen nach dem Gewerbegerichtsgesetz und dem Gesetze, betr. Kaufmannsgerichte.* Vom 26. Juli 1915. (R.G.Bl., S. 481.)

Notification respecting the elections under the Industrial Courts Act and the Act respecting Commercial Courts. Dated 26th July, 1915.

\* See also: "Die Kriegsnotgesetze, Sammlung der wichtigeren Gesetze, Verordnungen und Erlasse für das Reich und Preussen." 8th and 9th Parts. July and August, 1915. Carl Heymann, Berlin.

† See E.B. X., p. 231, No. 6.

- 6. Bekanntmachung, betr. die Wahlen nach der Reichsversicherungsordnung.**  
Vom 12 August 1915. (R.G.Bl., S. 497.)

Notification respecting the elections under the Imperial Insurance Code.  
Dated 12th August, 1915.

- 7. Bekanntmachung über das Inkrafttreten von Vorschriften der Bundesratsverordnung vom 28. Juli 1915 (R.G.Bl., 363) über den Verkehr mit Brotgetreide und Mehl aus dem Erntejahr 1915.** Vom 13. August 1915. (R.G.Bl. S. 499.)

Notification respecting the coming into force of provisions of the Federal Council's Order of 28th June, 1915 (R.G.Bl., p. 363) respecting the sale of bread cereals and flour from the harvest of 1915. Dated 13th August, 1915.

- 8. Bekanntmachung einer Aenderung der Verordnung vom 28. Juni 1915 (R.G.Bl., S. 363) über den Verkehr mit Brotgetreide und Mehl aus dem Erntejahr 1915.** Vom 19. August 1915. (R.G.Bl., S. 508.)

Notification of an amendment to the Order of 28th June, 1915 (R.G.Bl., p. 363) respecting the sale of bread cereals and flour from the harvest of 1915. Dated 19th August, 1915.

- 9. Bekanntmachung, betr. Festsetzung der Ortslöhne.** Vom 19. August 1915 (R.G.Bl., S. 511.)

Notification respecting the determination of local wages. Dated 19th August, 1915.

[Extension of time for the first determination of local wages (§151, paragraph 1, of the Imperial Insurance Code).]

- 10. Bekanntmachung über die Berichtigung und Ergänzung der Bekanntmachung gegen übermässige Preissteigerung vom 23. Juli 1915 (R.G.Bl., S. 467.)** Vom 22. August 1915. (R.G.Bl., S. 514.)

Notification to correct and supplement the Notification of 23rd July, 1915 (R.G.Bl., p. 467),\* against excessive increases in prices. Dated 22nd August, 1915.

[Supplement to §6, paragraph 1: "It shall not apply to commodities for which maximum prices are fixed."]

- 11. Bekanntmachung, betr. die Angestelltenversicherung während des Krieges.** Vom 26. August 1915. (R.G.Bl., S. 531.)

Notification respecting the insurance of employees during the War. Dated 26th August, 1915.

#### I.

1. The periods during which insured persons have rendered, during the present war, military, sanitary or similar services for the German Empire or the Austro-Hungarian Monarchy shall, in so far as they consist of complete

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\* Text E.B. X., p. 232, No. 10.

calendar months, be held to be periods of contribution for the purposes of the waiting periods and in the calculation of the insurance benefits as regards pensions and survivors' pensions, under the Employees Insurance Act, without the payment of contributions being required.

2. The salary class shall be taken to be that applying in the last month preceding 1st August, 1914, during which a compulsory contribution was paid. In the case of employees for whom insurance was not compulsory until after 31st July, 1914, the salary class shall be determined from the last compulsory contribution paid before entering the service indicated in §1.

Salary class E shall apply if, in the month in question, only contributions under §177 of the Employees Insurance Act were paid.

In the cases contemplated in §390 of the Employees Insurance Act, only the employer's contribution shall be taken into account.

3. The service contemplated in §1 shall be proved by military papers.

4. Contributions paid in respect of the periods indicated in §1 shall, in so far as they are not reimbursed under §398 of the Employees Insurance Act, be returned to the employer at his request, without interest; the employer shall make good to the employee the part of the contributions paid by him.

Application for the reimbursement of contributions shall be made not later than six months after the conclusion of the month in which peace is concluded. If peace is not concluded, the time limit shall begin at the end of the year in which the war ends.

If the application is not made within the time limit, or if it is rejected, the contributions shall remain to the credit of the employee; to this extent the months of war shall not be reckoned as periods of contribution under §1.

Sections 210 *et seq.* of the Employees Insurance Act shall apply correspondingly to the settlement of disputes respecting the reimbursement of contributions.

5. The preceding provisions shall apply correspondingly in the case of voluntary insurance. Reimbursements in accordance with §4 shall be made at the request of the insured person.

6. This Order shall not apply to insured persons who were insured, during the month contemplated in §§2 and 5, in a substitute fund (§§372 *et seq.* of the Employees Insurance Act).

## II.

7. The provisions of §51 (1) and (2) of the Employees Insurance Act relating to periods of military service shall apply correspondingly to periods in which, during the present war, the insured person is a prisoner of war, without the conditions contemplated in §51 (1) and (2) being present.

## III.

8. Insured persons who, during the present war, are prevented as a result of the action of enemy States from paying contributions in order to continue their insurance voluntarily, or the recognition fee for maintaining their acquired expectations (§15 of the Employees Insurance Act), may pay the contributions and recognition fee in arrears, contrary to §201 of the Act. The payment of the arrears must be effected at latest by the conclusion of the calendar year following the year in which the war ends.

9. Where an insured person receives, during the present war, a lower salary than usual as a result of a reduction of business, or where he is out of employment as a result of the cessation of an undertaking, he may, for the months of the war, pay contributions up to the amount which corresponds to the average of the last six compulsory contributions paid before the reduction

of business or cessation of the undertaking. The extra amounts of the contributions must be paid at latest by the conclusion of the calendar year following the year in which the war ends.

## IV.

10. The insurance sums accrued to the Imperial Insurance Institution for Employees under §372, paragraph 3 (3), of the Employees Insurance Act which have or may become due as a result of death arising from war, during the present war, shall be paid to the survivors of the person taking part in the war, after deducting the contributions paid over by the Imperial Insurance Institution for Employees to the Life Insurance Establishments, together with  $3\frac{1}{2}$  per cent. compound interest.

11. The persons designated in §60 (2) of the Employees Insurance Act shall be entitled to claim.

12. The transference, assignment and pledging of these claims shall only be permissible within the limits prescribed in §93 of the Employees Insurance Act.

13. The claim to reimbursement shall lapse if it is not made good within one year of the death of the insured person, or in cases where the death occurred before this Order came into force, within one year of the coming into force of this Order.

14. The provisions of the Employees Insurance Act (§§229 *et seq.*) shall apply correspondingly as regards the procedure for determining claims to reimbursement and the settlement of disputes.

## V.

15. The time limit fixed in §395 of the Employees Insurance Act, within which a reduction of the waiting period for drawing benefits under this Act may be allowed, shall be extended in the case of persons taking part in the war, up to the conclusion of the calendar year following the year in which the war ends.

## VI.

16. This Order shall come into force on the day of its notification. The provisions of §§1 to 12 shall apply as from 1st August, 1914, onwards.

**12. Bekanntmachung über das Ausserkrafttreten der Bekanntmachung über die Höchstpreise für Speisekartoffeln vom 15. Februar 1915.** Vom 26. August 1915 (R.G.Bl., S. 524).

Notification respecting the putting out of operation of the Notification of 15th February, 1915, respecting maximum prices for edible potatoes. Dated 26th August, 1915.

**13. Bekanntmachung, betr. Aenderung der Verordnung über die Errichtung von Vertriebsgesellschaften für Steinkohlen- und Braunkohlenbergbau vom 12. Juli 1915 (R.G.Bl., S. 427).** Vom 30. August 1915. (R.G.Bl., S. 535.)

Notification to amend the Order of 12th July, 1915, respecting the establishment of Sale Societies for the anthracite and lignite coal mining industry. Dated 30th August, 1915.

[By §1 of the Notification of 12th July, 1915, the Central Authorities of the States were authorised to unite the owners of anthracite and lignite coal mines in general, or for different kinds of mining produce, without their consent,

into societies, with the duty of regulating the supply as well as the sale of the mining produce of their members. Under §III., 7, paragraph 3, the Central Authorities of the States were required, if decisions of a society were objected to as being contrary to the public interests, before coming to a decision, to hear the views of an advisory board to which they had to invite representatives of *mining*, the coal trade, industry, agriculture, the towns and the railway administration.—The Notification of 30th August, 1915, contains, *inter alia* an amendment to the effect that in §III., 7, paragraph 3, the words "mine-owners, miners," are to be substituted for the word "mining."

**14. Bekanntmachung der Fassung der Verordnung über die Errichtung von Vertriebsgesellschaften für die Steinkohlen- und Braunkohlenbergbau.** Vom 30. August, 1915. (R.G.Bl., S. 536.)

Notification of the text of the Order respecting the establishment of Sale Societies for the anthracite and lignite coal mining industry. Dated 30th August, 1915.

**15. Bekanntmachung über die Errichtung von Preisprüfungsstellen und die Versorgungsregelung.** Vom 25. September 1915. (R.G.Bl., S. 607.)

Notification respecting the institution of prices investigation centres, and the regulation of supplies. Dated 25th September, 1915.

*I.—Institution of Prices Investigation Centres.*

1. In order to establish standards for the regulation of the prices of necessary articles of consumption and to assist the proper authorities in supervising the sale of such articles, prices investigation centres shall be instituted.

2. Communes with more than 10,000 inhabitants shall, and other communes as well as unions of communes may, institute prices investigation centres. The Central Authorities of the States may require prices investigation centres to be instituted also in communes with not more than 10,000 inhabitants. The institution of prices investigation centres for a union of communes shall relieve the communes belonging to such union from the obligation contemplated in the first sentence.

Unions of communes, communes and rural districts may combine for the purpose of instituting a joint prices investigation centre.

The Central Authorities of the States shall have power to combine unions of communes, communes and rural districts for the purpose of instituting a joint prices investigation centre.

3. The prices investigation centres shall consist of a president and a suitable number of members.

In the case contemplated in §2, paragraph 1, the president shall be appointed by the executive bodies of the commune or union of communes, and in the case contemplated in §2, paragraph 2, by the executive bodies of the unions of communes, communes and rural districts concerned, or if no agreement can be come to, and also in the case contemplated in §2, paragraph 3, by the higher administrative authorities. The appointment of the president shall need confirmation by the higher administrative authorities, unless he is appointed by them or is the holder of a State or communal office.

One or more substitutes for the president may be nominated. Paragraph 2 shall apply correspondingly.

The members shall be nominated by the executive body of the commune or union of communes, or in the cases contemplated in §2, paragraphs 2 and 3,

by the executive bodies of the unions of communes, communes and rural districts concerned ; one half shall be chosen from manufacturing and wholesale and retail trading circles, and the other half shall consist of experts not directly affected and consumers.

More detailed provisions respecting the composition of the centres and procedure shall be issued by the Central Authorities of the States : where there are institutions already in existence which correspond to the prices investigation centres they may, in the cases contemplated in paragraph 4, provide that the nomination shall be effected in some manner other than that there prescribed.

4. It shall be the duty of the prices investigation centres—

(1) to ascertain, from their knowledge of market conditions, on the basis of the cost of manufacture and preparation and other costs of production, the prices adapted to local circumstances ;

(2) to assist the proper authorities in supervising the sale of necessary articles of consumption and in prosecuting contraventions of the provisions respecting maximum prices and the regulation of the sale of necessary articles of consumption ;

(3) to give expert opinions on the suitability of prices, to courts and administrative authorities ;

(4) to assist the proper authorities in explaining the variations of prices and their causes to the public.

5. The prices investigation centres may provide that persons holding necessary articles of consumption for retail sale shall be bound to affix in their salerooms or place of business, a list showing the exact sale price of the goods as well as the prescribed maximum price, if any. The statement of prices in the list shall be held to be the demanding of a price within the meaning of §5, paragraph 1 (1), of the Notification against excessive rises in prices, dated 23rd July, 1915 (R.G.Bl., p. 467).\*

The prices announced shall not be exceeded. The supply for cash of the usual quantities retailed to consumers at the prices announced shall not be refused.

More detailed provisions shall be issued by the prices investigation centres. They shall have power to allow exceptions.

The Notification respecting the posting up of prices in the salerooms of retail shops, dated 24th June, 1915 (R.G.Bl., p. 353),† and the Orders issued in pursuance of that Notification shall not be affected hereby.

6. The prices investigation centres shall have power to make arrangements with other prices investigation centres for the mutual exchange of information respecting the supply, stocks and prices of necessary articles of consumption.

They shall, in addition, have power, within their districts—

(1) to require all persons to supply information respecting facts which have important effects upon prices, and especially to institute inquiries into the stocks, supply and prices of necessary articles of consumption ;

(2) to enter and inspect rooms in which necessary articles of consumption are made, stored or offered for sale ;

(3) to require, with the approval of the competent authority, the production of broker's notes, accounts, bills of lading, letters of conveyance, warrants, and any other documents and books usual in commercial tran-

\* Extract E.B. X., p. 232, No. 10.

† Text E.B. X., p. 231, No. 5.

sactions, in so far as they relate to the purchase or sale of necessary articles of consumption, and to peruse such documents.

The powers contemplated in paragraph 2 may be exercised by authorised representatives.

7. The president of a prices investigation centre and his substitute shall have power to take the sworn testimony of witnesses and experts living or staying in the district of the centre. The provisions of the Code of Civil Procedure respecting the taking of the evidence of witnesses and experts shall apply correspondingly. The witnesses and experts shall receive fees in accordance with the Order regulating fees for witnesses and experts (R.G.Bl. 1898, p. 689; 1914, p. 214). The higher administrative authority shall decide finally on appeals against the decisions of the president or his substitute.

8. The prices investigation centres shall have power to request prices investigation centres, courts and other authorities within their jurisdiction, to take the evidence of witnesses and experts. The provisions of Title 13 of the Constitution of Courts Act shall apply correspondingly to the judicial help given by the courts.

9. The presidents and substitutes, members and representatives of the prices investigation centres shall be bound, except as regards official reports and the notification of breaches of the law, to observe secrecy in respect of the arrangements and business conditions which come to their knowledge in the exercise of their functions, and to refrain from communicating or taking advantage of business and trade secrets. They shall be required by the authorities designated in §3 to appoint them, to take an oath to this effect.

10. The institution of prices investigation centres for large districts shall rest with the Central Authorities of the States.

Sections 6 and 9 shall apply.

11. For the Empire a prices investigation centre shall be established in Berlin, consisting of board and an advisory council. The Imperial Chancellor shall appoint the board and the members of the advisory council; he shall supervise the centre and issue more detailed regulations.

It shall be the duty of the Imperial Prices Investigation Centre—

(1) to advise the Imperial Chancellor on all matters affecting the supply of necessary articles of consumption to the public, especially as regards price conditions;

(2) in so far as may be necessary to this end, to enter into communication with the other prices investigation centres and with the authorities having the duty of fixing maximum prices, to collate the results of their work, and in general to keep themselves currently informed as regards the supply, stocks, and prices of necessary articles of consumption in the Empire;

(3) to place any important results of their inquiries at the disposal of other prices investigation centres.

The board shall have the powers designated in §6, paragraph 2 (1), and §8. Section 9 shall apply to the board and the members of the advisory council.

## *II.—Regulation of Supplies.*

12. In order to ensure the supply of certain necessary articles of consumption for the public at moderate prices, the communes may, with the approval of the Central Authorities of the States or of the authorities designated by them—

(1) issue regulations for commercial and industrial businesses in their districts respecting the conduct of such businesses, especially the purchasing, sale and prices of goods and book-keeping;

(2) take over the supplying of goods themselves to the exclusion of commerce and industry ;

(3) confer upon public institutions or specified commercial and industrial businesses the exclusive right of supplying goods, and, in this connection, issue regulations respecting the business, especially re-sale and prices.

13. With the approval of the Central Authorities of the State or the authorities designated by them the communes may provide for their districts :

(1) that any person who has necessary articles of consumption in his charge shall, within a time limit to be specified, give notice of the quantities in stock classified according to their kind and owners, and naming the latter ;

(2) that the owners of commercial and industrial businesses shall be bound—

(a) to supply, within a time limit to be specified, information respecting the contracts in pursuance of which they can require the delivery of articles of a kind affected by measures taken under §12, and

(b) to give up their stores on demand for purchase by the commune.

14. If such stores are not voluntarily given up, the ownership of the same may be transferred to the commune by resolution of the competent authority. The ownership shall be transferred as soon as the resolution reaches the owner.

If no agreement is come to with the owner, the transfer price shall be fixed finally by the higher administrative authority, after consultation with the prices investigation centre, taking into consideration the purchase price and the cost of preparation and production and the quality and vendibility of the goods. In this connection, existing maximum prices shall not be exceeded.

15. Unions of communes and associations of such unions, of communes and of rural districts shall possess likewise the functions devolving upon communes in this Part.

The Central Authorities of the State may combine unions of communes, communes and rural districts for the purposes of the regulation of supplies, and give them, wholly or in part, the functions arising out of §§12 to 14.

The Central Authorities of the States may themselves regulate the supplying of goods to the public within their territory or part of their territory. Sections 12 to 14 shall apply correspondingly.

In so far as supplies are regulated for a larger area under paragraphs 1 and 2, the functions devolving upon the communes and unions of communes of that area shall be suspended.

16. Before giving their approval to an order in pursuance of §13, paragraph 1 (2) (b), or before issuing such an order, the Central Authorities of a State shall give the Imperial Chancellor an opportunity of objecting thereto in the interests of the supply of the Empire as a whole. If the Imperial Chancellor makes use of this power, the authority shall refuse approval or refrain from issuing the order.

### *III.—Penalties.*

17. The following persons shall be punishable by imprisonment for a term not exceeding six months or by a fine not exceeding 1,500 M. :—

(1) Any person who knowingly supplies incomplete or incorrect information which he is required to give under §6, paragraph 2 (1), or contrary to the provisions of §6, paragraph 2 (2) and (3), refuses admission to the rooms, to allow an inspection, or to produce business documents or allow their perusal.



(2) any person who contravenes orders issued in pursuance of §12 ;  
 (3) any person who fails to give the notice or information required under §13, within the prescribed time limit, or who knowingly supplies incomplete or incorrect information ;

(4) Any person who contravenes the administrative regulations issued by the Central Authorities of the State.

18. Any person who, contrary to §9, fails to observe secrecy, or to refrain from communicating or taking advantage of business or trade secrets, shall be punishable by a fine not exceeding 1,500 M., or by imprisonment for a term not exceeding three months ; such person shall only be prosecuted at the request of the owner of the business.

19. Any person who contravenes regulations issued in pursuance of §5, paragraphs 1 and 3, or the provisions of §5, paragraph 2, shall be punishable by fine not exceeding 150 M., and in default by detention for a term not exceeding four weeks, in so far as no more severe penalties are impossible under other provisions.

#### IV.—Final provisions.

20. The powers conferred by §6, paragraph 2, and §§12 and 13, shall not be applicable over against the Empire, the Federal States, Alsace-Lorraine, communes and unions of communes, the Imperial Grain Centre, the Central Sale Society, or societies, leagues and settlement departments subject to the Ministry of War or the Imperial Marine Board.

No person shall be required to give up stores [§13, paragraph 1 (2) (b)] if they are intended for the fulfilment of a contract with one of the aforesaid authorities.

21. The Central Authorities of the States shall issue regulations for the administration of this Order. They shall decide what authorities shall be regarded, within the meaning of this Order, as higher administrative authorities, competent authorities, unions of communes, communes, and executive bodies of a union of communes and a commune.

22. The Imperial Chancellor may allow exceptions to the obligations imposed in pursuance of this Order.

23. The Order shall come into force on the day of its notification.

The Imperial Chancellor shall determine the day when it shall cease to have effect.

#### 16. *Gesetz betreffend Aenderung des Gesetzes betreffend die Unterstützung von Familien in den Dienst eingetretener Mannschaften, vom 28. Februar 1888 (R.G.Bl. S. 59). Vom 30. September 1915. (R.G.Bl. S. 629.)*

Act to amend the Act of 28th February, 1888, respecting the maintenance of the families of men who have entered the service. Dated 30th September, 1915.

SOLE SECTION.—(1) In §10, paragraph 5, of the Act of 28th February, 1888 (R.G.Bl. p. 59) /4th August, 1914 (R.G.Bl., p. 332), respecting the maintenance of the families of men who have entered the service, sentence 2 shall be deleted.

(2) The following shall be inserted as paragraph 6 :—

The family maintenance shall be continued for three months beyond the time from which the survivors' allowances payable to the survivors in pursuance of the Act of 17th May, 1907 (R.G.Bl., p. 214) become applicable. Any maintenance paid to the family beyond this limit shall be held to be

advance payments of survivors' allowances and shall be deducted on the payment of the latter.

**17. Bekanntmachung über das Verbot des Anstreichens mit Farben aus Bleiweiss und Leinöl.** Vom 14 Oktober 1915. (R.G.Bl., S. 671.)

Notification respecting the prohibition to paint with colours containing white lead and linseed oil.

1. The exteriors of houses, as well as walls and fences, shall not be painted with colours in the preparation of which white lead and linseed oil are used.

The Imperial Chancellor may allow exceptions.

2. Any person contravening the rule contained in §1, paragraph 1, shall be punishable by fine not exceeding 1,500 M., or by imprisonment for a term not exceeding three months.

3. This Order shall come into force on 25th October, 1915. The date when it shall cease to have effect shall be determined by the Imperial Chancellor.

**18. Bekanntmachung, betreffend den Betrieb der Anlagen der Grosseisenindustrie.** Vom 29. Oktober 1915. (R.G.Bl., S. 154.)

Notification respecting the management of works in the iron industry. Dated 29th October, 1915.

In pursuance of §§120f, 139b of the Industrial Code, the Federal Council has issued the following :—

The regulation issued on 21st October, 1914 (R.G.Bl., p. 446), shall be repealed, and §7 of the Notification of 4th May, 1914, respecting the management of works in the iron industry (R.G.Bl., p. 118) shall be amended as follows :—

§7. The preceding provisions shall come into force on 1st December, 1916, in place of the Notification of 19th December, 1908. (R.G.Bl., p. 650.)

The exceptions allowed in pursuance of §3 of the Notification of 19th December, 1908, shall remain in force, if their duration is not restricted to a shorter period, until 30th November, 1916, but shall all go out of operation on 1st December, 1916.

**19. Bekanntmachung, betreffend die Einschränkung der Arbeitszeit in Spinnereien, Webereien, Wirkereien usw.** Vom 7. November, 1915. (R.G.Bl., S. 733.)

Notification respecting the limitation of hours of work in spinning, weaving, and hosiery mills. Dated 7th November, 1915.

1. In industrial establishments in which spun goods or woven goods, hosiery, knitted, braided or rope goods, machine-made lace, wadding or felt are made wholly or partly from cotton, wool, artificial wool, flax, jute, ramie, hemp or other rope fibres, the workers shall not be employed for more than five days in every week. The daily hours of work shall not exceed the average duration usual in June, 1915. In no case shall they exceed 10 hours a day, exclusive of breaks, for any individual worker and for the establishment.

These provisions shall apply to all processes (including preliminary and subsequent processes) which serve to complete the manufacture of the goods named in paragraph 1, and in particular to bleaching, dyeing, finishing, twisting, printing and so forth.

In mixed establishments the limitations shall only apply to those parts thereof in which goods of the kind designated are manufactured.

The provisions of paragraphs 1 to 3 shall not apply to commercial work, nor to

(1) the watching of the premises, the cleaning and repairing operations necessary to the regular course of work in the establishment itself or some other establishment, and processes upon which the resumption of the complete operations of the working day depend ;

(2) work which is necessary to prevent damage to raw materials or the spoiling of products ;

(3) the inspection of the establishment ;

(4) the fetching and removing of goods and fuel and the loading and unloading of railway trucks.

The Central Authorities of the States may prescribe more far-reaching limitations of working days and daily hours of work.

2. The Central Authorities of the States or the authorities designated by them may, on request, allow exceptions in the public interest.

3. Manufacturers who contravene the provisions of this Order or the Orders issued by the Central Authorities of the States in pursuance of §1, paragraph 5, shall be punishable by fine not exceeding 1,500 M., or by imprisonment for a term not exceeding three months.

4. This Order shall come into force on the day of its notification in place of the Order of 12th August, 1915\*. (R.G.Bl., p. 495.) The Imperial Chancellor shall determine the date when it shall cease to have effect.

**20. Bekanntmachung einer Aenderung zur Verordnung vom 14. Oktober 1915 (R.G.Bl. S. 671) über das Verbot des Anstreichens mit Farben aus Bleiweiss und Leinöl. Vom 11. November 1915. (R.G.Bl. S. 758.)**

Notification of an amendment to the Order of 14th October, 1915,† respecting the prohibition to paint with colours containing white lead and linseed oil. Dated 11th November, 1915.

1. The Notification of 14th October, 1915, respecting the prohibition to paint with colours containing lead and linseed oil, shall be amended as follows :—

(1) In the title the words "containing vegetable or animal oil" shall be substituted for the words "containing white lead and linseed oil."

(2) In §1, the words "vegetable or animal oil are used" shall be substituted for the words "white lead and linseed oil are used."

2. This Order shall come into force on the day of its notification.

\* \* \*

The Imperial Insurance Office (Accident Insurance Department) has issued the following Circular (I.V. 13-15) :—

A. To the executive boards of the trade associations subject to the Imperial Insurance Office. [Supplementary to the Circular of 22nd January, 1915 (I.V. 13-15), and No. 8 of the Circular of 10th August, 1914 (I. 9898).] Dated 2nd June, 1915.

\* Text E.B. XI., p. 232, No. 11.

† See No. 17 on p. 352.

From the statements received as a result of the Circular of 22nd January, 1915, the Imperial Insurance Office has learnt with satisfaction that the executive boards of the trade associations are devoting adequate attention to the maintenance of the service of technical inspection even during the war. Notwithstanding, as a result of men being called to the Colours, many serious gaps have arisen in the staffs of technical inspectors, even in the case of trade associations the establishments of which are approximately as busy as, or even busier than, before the war. Serious attention should be given to the filling of these vacancies. This may be effected, where the circumstances permit, by the temporary appointment of new technical inspectors, for which purpose suitable retired inspectors should be reintroduced into the service. In addition, the possibility of arranging for the exchange or local substitution of technical inspectors in similar trade associations should be considered. Further, the technical inspectors remaining in the service should not be employed to too great an extent in office work, for which, in the majority of cases, substitutes without technical training will be available.

Some trade associations, in spite of the increased employment of unskilled workers and speeding-up in connection especially with the supply of military requirements, anticipate no or only a slight, increase in the number of accidents. The Imperial Insurance Office doubts if this expectation will be confirmed, since long experience has shown that circumstances of the kind named give rise to an increase in the accident risk. In any case, special attention should be paid to the inspection of the establishments in question. In order to give a survey of the changes in the number of accidents caused by the war, the accidents notified since the outbreak of the war on 1st August, 1914, up to 1st August, 1915, should be collated statistically and compared with the accidents during the similar period of the two preceding years, allowing for the number of persons actually employed in these periods.

The workers employed in economic production during the war must be protected from the risk of accident as far as possible. In view of the sacrifice of human life necessitated by the war, the sparing of our human resources is not only a moral duty, but is also demanded from the point of view of national economy. The Imperial Insurance Office is convinced that the trade associations are agreed on this point.

A statement of the measures adopted and the presentation of statistical data is expected by 1st September, 1915.

B. To the executive boards of the agricultural trade associations concerned. [Supplementary to the Circular of 22nd January, 1915 (I.V. 13-15) and to No. 8 of the Circular of 10th August, 1914 (I. 9898).] Dated 2nd June, 1915.

According to the reports of the agricultural trade associations the war has had an unfavourable effect on the inspection of undertakings. To some extent it has even been entirely suspended. This is most regrettable. For if these circumstances continue for some time it is, in particular, to be feared that the members of the trade associations and insured persons will lose again that comprehension of the great importance of regulations for the protection of the workers, which they had acquired as a result of the laborious work of years on the part of the trade associations and their technical inspectors. This should be avoided at all costs. The executive board is consequently respectfully requested to give this matter special attention, and to refer incidentally to the statements contained in No. 8 of the Circular, of 10th August, 1914 (I. 9898). In so far as insuperable difficulties due to the state of

war actually prevent associations from maintaining the regular supervision of undertakings, the example of the Rhenish and Coburg agricultural trade associations should be followed, in impressing upon their members by memoranda, or cautions, or in some similar suitable manner, that even in war time they must not fail to observe the rules for the prevention of accidents, and that, in view of the sacrifice of human life necessitated by the war, it is imperative to preserve our human resources, as far as is at all possible, from injury by accident.

(B) FEDERAL STATES.

PRUSSIA.

1. *Der Justizminister, der Minister für Landwirtschaft, Domänen und Forsten, der Minister des Innern und der Minister für Handel und Gewerbe, betr. Ausführungsverordnung zur Bekanntmachung betr. Einigungsämter.* Vom 17. December, 1914. (H.M.Bl.\*, S. 34.)

The Minister of Justice, the Minister of Agriculture, Domains and Forests, the Minister of the Interior and the Minister for Commerce and Industry respecting the administrative Order in pursuance of the Notification relating to boards of conciliation. Dated 17th December, 1914.

2. *Der Minister für Handel und Gewerbe, betr. Bäckerei und Konditoreibetriebe.* Vom 8. Januar 1915. (H.M.Bl., S. 16.)

The Minister of Commerce and Industry respecting bakeries and confectionery businesses. Dated 8th January, 1915.

[EXTRACT.]

III. You will make use of the power to fix the beginning and end of the 12-hour cessation of work at night, in a manner deviating from §9, paragraph 1, of the aforesaid Order,† only for very weighty reasons. In this connection, you should avoid unconditionally varying the period of rest in such a way that fresh maize bread can be supplied to the well-to-do classes at the hour usual for their breakfast, while it cannot be prepared in time for the usual breakfast-hour of the working classes at all, as a result of the limits governing the variations in the regulations contemplated in §9, paragraph 2. Notwithstanding, in order to attain the object of the Order, it may, in certain circumstances, be expedient to postpone the beginning of the hours of work to a later hour, if maize bread is principally used at a time when fresh maize bread could be delivered if working hours began at 7 o'clock. If you are led to issue a regulation fixing hours in pursuance of §9, paragraph 2, a copy of the same should be sent to me immediately.

V. (2) In view of the prohibition of night-work for the manufacture of bread and cakes which is now introduced, the Notification of 4th March, 1896 (R.G.Bl., p. 55), respecting the management of bakeries and confectionery businesses ceases to apply for the time being.

(3) The interruption in the period of rest for the purpose of preparing dough ingredients (yeast, leaven) contemplated under §11 of the Notification of 4th March, 1896, is not permissible under §9, paragraph 1, of the Notification

\* H.M.Bl. = Ministerialblatt der Handels- und Gewerbeverwaltung.

† Order of the German Federal Council respecting the manufacture of bread and cakes. Dated 5th January, 1915. Extract E.B. X., p. 46, No. 30.

of the 5th inst., since under the said provision, from the 15th inst., all work in the manufacture of bread and cakes is prohibited between the hours of 7 p.m. and 7 a.m.

**3. Der Minister für Handel und Gewerbe betr. Fürsorge für verstümmelte Kriegsinvaliden.** Vom 6. März 1915. (H.M.Bl., S. 73.)

The Minister of Commerce and Industry respecting provision for men maimed in the War. Dated 6th March, 1915.

[Advice as regards trades.]

**4. Der Minister für Handel und Gewerbe betr. Sonntagsarbeit im Bergbau während des Krieges.** Vom 11. März 1915. (H.M.Bl., S. 89.)

The Minister of Commerce and Industry, respecting Sunday work in mining during the War. Dated 11th March, 1915.

[Until further notice work to be undertaken in order to satisfy the demand for fuel is to be put on the same footing as the branches of work named in the Decree of 5th August, 1914.\*]

**5. Der Minister für Handel und Gewerbe betr. Bäckereibetriebe.** Vom 20. März, 1915. (H.M.Bl., S. 96.)

The Minister of Commerce and Industry respecting bakeries.

Only manual work is to be held to be work in the manufacture of bread and cakes within the meaning of §9 of the Notification of 9th January of this year (R.G.Bl., p. 8). The fact that the bread remains in the oven, so long as no manual work is connected with it, can not be held to involve the work in question.

**6. Der Justizminister, der Minister für Handel und Gewerbe, der Minister des Innern und der Minister für Landwirtschaft, Domänen, und Forsten betr. Einigungsämter.** Vom 29. März 1915. (M.Bl., Verw., S. 58.)

The Minister of Justice, the Minister of Commerce and Industry and the Minister of Agriculture, Domains and Forests respecting conciliation boards. Dated 29th March, 1915.

**7. Der Minister für Handel und Gewerbe, der Minister für Landwirtschaft, Domänen und Forsten und der Minister des Innern betr. die Kriegsinvalidenfürsorge.** Vom 10. Mai 1915. (M.Bl. V, S. 95.)

The Minister of Commerce and Industry, the Minister of Agriculture, Domains and Forests, and the Minister of the Interior respecting provision for men invalided through the War. Dated 10th May, 1915.

**8. Der Minister für Landwirtschaft, Domänen und Forsten und der Minister des Innern betr. Anwerbung von Arbeiten in Oesterreich.** Vom 19. Mai 1915. (M.Bl.Landw., S. 115.)

The Minister of Agriculture, Domains and Forests and the Minister of the Interior respecting the recruiting of workers in Austria. Dated 19th May, 1915.

\* See E.B. X., p. 49, No. 3.

9. *Der Minister für Handel und Gewerbe betr. Zentralauskunftsstellen für Arbeitsnachweise.* Vom 21. Mai 1915. (H.M.Bl., S. 124.)

The Minister of Commerce and Industry respecting central information bureaux for labour exchanges. Dated 21st May, 1915.

10. *Der Minister für Landwirtschaft, Domänen und Forsten betr. Beschäftigung von Kriegsgefangenen bei der Lohngewinnung in den Gemeinde- usw. Waldungen.* Vom 5. Juni 1915. (M.Bl.Landw., S. 119.)

The Minister of Agriculture, Domains and Forests respecting the employment of prisoners of war in wage-earning occupations in the communal and other forests. Dated 5th June, 1915.

11. *Der Minister für Handel und Gewerbe betr. Zahlung der Wochenhilfe.* Vom 8. Juni 1915. (H.M.Bl., S. 133.)

The Minister of Commerce and Industry respecting the payment of maternity benefit. Dated 8th June, 1915.

12. *Der Minister für Handel und Gewerbe betr. Ausdehnung der Kriegswochenhilfe.* Vom 18. Juni 1915. (H.M.Bl., S. 150.)

The Minister of Commerce and Industry respecting the extension of maternity benefit during the War. Dated 18th June, 1915.

13. *Der Minister für Handel und Gewerbe, der Finanzminister und der Minister des Innern betr. Kosten der Versicherungsämter und Oberversicherungsämter.* Vom 24. Juni 1915. (H.M.Bl., S. 163.)

The Minister of Commerce and Industry, the Minister of Finance and the Minister of the Interior respecting the expenses of the Insurance Offices and Superior Insurance Offices. Dated 24th June, 1915.

14. *Der Finanzminister betr. Verrechnung der den Krankenkassen zu erstattenden Beträge für Wochenhilfe.* Vom 26. Juli 1915. (H.M.Bl., S. 206.)

The Minister of Finance respecting the calculation of the contributions for maternity benefit to be paid to the Sick Funds. Dated 26th July, 1915.

15. *Der Minister für Handel und Gewerbe, der Minister für Landwirtschaft, Domänen und Forsten und der Minister des Innern betr. Ausführungsanweisung zu der Verordnung des Bundesrats gegen übermäßige Preissteigerungen vom 23. Juli 1915 (R.G.Bl., S. 467).* Vom 6. August 1915. (H.M.Bl., S. 204.)

The Minister of Commerce and Industry, the Minister of Agriculture, Domains and Forests and the Minister of the Interior respecting administrative instructions in pursuance of the Order of the Federal Council of 23rd July, 1915 (R.G.Bl., p. 467), against excessive rises in prices. Dated 6th August, 1915.

16. *Der Minister für Handel und Gewerbe betr. Arbeitszeit in Spinnereien, Webereien und Wirkereien.* Vom 16. August 1915. (H.M.Bl., S. 212.)

The Minister of Commerce and Industry respecting hours of work in spinning, weaving and hosiery mills. Dated 16th August, 1915.

## II. Austria-Hungary

### HUNGARY.

The Official Gazette (Amtsblatt) of 7th January, 1915, contains the Notification No. 913-915 of the Hungarian Minister of Commerce, publishing the maximum prices for wheat, rye, barley and maize and for flour made from those cereals, fixed in accordance with the Order of the Hungarian Ministry, No. 8682-914, of 28th November, 1914 (Text "Handelsmuseum," Vienna, 1914, 563). Cf. the Orders of 20th January, 1915 (Text "Handelsmuseum," 1915, 46); 8th February, 1915 (*ib.* 93); 31st March, 1915 (*ib.* 209); 24th June, 1915 (*ib.* 379).

The Official Gazette of 17th June, 1915, contains a Government Order respecting the commandeering of the crops of wheat, rye, barley and oats of the year 1915, and respecting the prospects of the War Production Company which the Government proposed to establish, as well as the invitation to take shares issued by this undertaking (Text "Handelsmuseum" 1915, 366). Cf. the Order of 15th July, 1915 (Text "Handelsmuseum" 1915, 430).

## III. Belgium

*Verordnung betr. Festsetzung von Preisen für Lebensmittel.* Vom 31. Dezember 1914 (Gesetz- und Verordnungsblatt für die okkupierten Gebiete Belgiens, Nr. 28, vom 7. Januar 1915, S. 95.)

Order respecting the fixing of prices for articles of consumption. Dated 31st December, 1914.

The Order of the King of the Belgians respecting the fixing of prices for articles of consumption, dated 14th August, 1914,\* is hereby repealed.

The Military governors are authorised to fix maximum prices for the whole territory under their command or for parts of the same.

## IV. France

1. *Decrét du 24 novembre 1914, ajournant après la cessation des hostilités les élections des membres des conseils de prud'hommes.* (Bulletin du Ministère du Travail 1915, 47[\*].)

Decree to postpone the election of members of the committees of counsel until after the conclusion of hostilities. Dated 24th November, 1914.

2. *Circulaire du Ministre du Travail, du 7 décembre 1914, adressée aux préfets, concernant la situation des assurés appelés sous les drapeaux par l'ordre de mobilisation.* (Bulletin du Ministère du Travail 1915, 13[\*].)

Circular of the Minister of Labour, addressed to the prefects, concerning the position of insured persons called to the colours by the Mobilisation Order. Dated 7th December, 1914.

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\* Title E.B. X., p. 67, No. 6.



3. *Circulaire du Ministre du Travail aux préfets, en date du 24 décembre 1914, relative à l'application de la loi du 25 février 1914 modifiant la loi du 29 juin 1894 et créant une caisse autonome de retraites des ouvriers mineurs.* (Bulletin du Ministère du Travail, 1915, 6[\*].)

Circular of the Minister of Labour to the prefects, relating to the application of the Act of 25th February, 1914, to amend the Act of 29th June, 1894, and creating an autonomous miners' pensions fund. Dated 24th December, 1914.

4. *Décret du 9 janvier 1915 ajournant les élections des présidents généraux, présidents et vice-présidents des conseils de prud'hommes.* (Bulletin du Ministère du Travail 1915, 47[\*].)

Decree postponing the elections of general presidents, presidents and vice-presidents of the committees of counsel. Dated 9th January, 1915.

5. *Circulaire du Ministre du Travail aux préfets, en date du 12 février 1915, relative à la délivrance du certificat de salubrité prévu par l'article 5 de la loi du 12 avril 1906, sur les habitations à bon marché, pendant la durée de la guerre.* (Bulletin du Ministère du Travail 1915, 8[\*].)

Circular of the Minister of Labour to the prefects, relating to the presentation of the certificates of sanitation contemplated in §5 of the Act of 12th April 1906, respecting cheap dwellings, during the war. Dated 12th February 1915.

6. *Circulaire du Ministre du Travail, du 24 février 1915, adressée aux préfets, relative à l'inscription sur les listes d'assurés des ouvriers et employés des mines et des femmes non salariées des ouvriers mineurs.* (Bulletin du Ministère du Travail 1915, 9[\*].)

Circular of the Minister of Labour addressed to the prefects relating to the entering of workers and employees in mines and the non-wage-earning wives of miners on the lists of insured persons. Dated 24th February, 1915.

7. *Circulaire du Ministre du Commerce et de l'Industrie, en date du 9 mars 1915, relative à l'organisation de l'assistance professionnelle aux blessés (adressée aux préfets).* (Bulletin du Ministère du Travail 1915, 21[\*].)

Circular of the Minister of Commerce and Industry respecting the organisation of trade assistance for the wounded (addressed to the prefects). Dated 9th March, 1915.

[“ This is a work of social justice, having the object of giving persons injured in the war the means of earning their independence by work.” The departmental committees on technical instruction are invited to consider this question.]

8. *Circulaire du Ministre du Commerce et de l'Industrie, en date du 9 mars 1915, sur l'organisation de l'assistance professionnelle des blessés (adressée aux directeurs des écoles nationales d'arts et métiers, aux directeurs des écoles pratiques d'industrie.)* (Bulletin du Ministère du Travail 1915, 22[\*].)

Circular of the Minister of Commerce and Industry respecting the organisation of trade assistance for the wounded (addressed to the directors of the national schools of arts and crafts, the directors of the national trade schools and the directors of the practical schools of industry). Dated 9th March, 1915.

[A national school has been established for this object. Branches of the school may be brought under the institutions referred to. The opinions of the directors on the matter are sought.]

9. *Décret du 20 mars 1915, portant nomination d'une commission de la main-d'œuvre agricole.* (Journ. Off. du 21 mars 1915 ; Dalloz IV., 40.)

Decree appointing a commission on agricultural labour. Dated 20th March, 1915.

10. *Arrêté ministériel du 23 mars 1915, maintenant les nominations des membres, du président et des présidents de sections de la commission supérieure instituée par la loi du 26 décembre 1914 pour assurer l'application de la loi du 5 août 1914, accordant des allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux et nommant des membres et un président de section de ladite commission.* (Journ. Off. du 24 mars 1915 ; Dalloz IV., 47.)

Ministerial Decree upholding the appointment of the members, the president and the sectional presidents of the superior commission established by the Act of 26th December, 1914, to ensure the enforcement of the Act of 5th August, 1914, making daily allowances to the families of men called or recalled to the colours and appointing the members and a sectional president of the said commission. Dated 23rd March, 1915.

11. *Circulaire interministérielle du 30 mars 1915, portant modification à la circulaire du 10 octobre 1914 relative à l'application de la législation sur les allocations et majorations dues aux familles nécessiteuses dont les soutiens sont sous les drapeaux.* (Journ. Off. du 31 mars 1915 ; Dalloz IV., 78.)

Interministerial Circular to amend the Circular of 10th October, 1914, respecting the enforcement of the law respecting the allowances and increases due to necessitous families whose bread-winners are serving with the colours. Dated 30th March, 1915.

12. *Circulaire ministérielle du 30 mars 1915 relative au paiement des secours d'urgence aux familles des marins de l'Etat, officiers et autres dépendant de la marine, décédés au cours des opérations de guerre.* (Journ. Off. du 2 avril 1915 ; Dalloz IV., 84.)

Ministerial Circular respecting the payment of urgency relief to the families of seamen in the Navy, officers and other persons in the Navy who have died in the course of warlike operations. Dated 30th March, 1915.

13. *Décret du 3 avril 1915, modifiant le décret du 20 mars 1915, relatif à la constitution de la commission de la main-d'œuvre agricole.* (Journ. Off. du 3 avril 1915 ; Dalloz IV., 95.)

Decree to amend the Decree of 20th March, 1915, respecting the constitution of the commission on agricultural labour. Dated 3rd April, 1915.

14. *Circulaire du Ministre du Travail, en date du 7 avril 1915, adressée aux inspecteurs divisionnaires du travail et relative aux salaires payé par les entrepreneurs travaillant pour l'armée.* (Bulletin du Ministère du Travail, 1915, 30[\*].)

Circular of the Minister of Labour, addressed to the divisional inspectors of labour, respecting the wages paid by manufacturers working for the Army. Dated 7th April, 1915.

By a Circular dated 14th November, 1914, I invited you, at the request of the Minister of War, to institute inquiries with a view to ascertaining whether the wages paid to workmen and workwomen by manufacturers working for the Army were not substantially lower than the normal wages current in the district.

In asking you to continue these inquiries, I think it well to draw your attention to the provisions of the Decree of 10th August, 1899, respecting conditions of work under contracts entered upon on behalf of the State, and in pursuance of which the contracts ought to contain the manufacturer's undertaking to "pay to the workers a normal wage, equal, for each trade and within each trade for each class of worker, to the rate current in the town or the district where the work is performed" §1 (3). Schedules giving these wages should be appended to the contract and affixed in the workrooms where the work is performed (§3, par. 4).

It is consequently important not to lose sight of the fact that the Decree referred to forms the legal basis for the inquiries which you are required to institute, and provides in §§4 and 5 the necessary rules for enforcement, applicable to contractors who contravene these provisions.

Consequently your duty is not limited to ascertaining the amounts of the wages actually paid. You are required, in addition, to assure yourself that the clause respecting the normal current wage is contained in the contract, that the schedule of wages is appended, and, if so, that the scale is affixed in the workroom and that the actual wages are not lower than those named on the said scale.

In this connection, if the manufacturer refuses to give you access to the copy of the contract in his possession, it will always be possible for you to refer to it through the local office of the military supplies department (Intendance), and even to ascertain, in this manner, the names and addresses of the manufacturers with whom contracts have been concluded.

Since the first inquiries have revealed the fact that the abuses were generally due to sub-contractors, I draw your attention to §2, 1st paragraph, of the Decree of 10th August, 1899, referred to above, in pursuance of which "the manufacturer shall not give out any part of the work undertaken to sub-contractors, without procuring the express sanction of the administration and subject to the condition that he shall remain personally responsible, both to the administration and to the workers and third parties."

It results, in particular, from these provisions, in the first place that sub-contracting needs to be sanctioned by the military authorities; secondly, that the persons employed by sub-contractors should benefit by the wages clauses in the contract, since the principal manufacturer remains "responsible to the workers," and hence that the law may be enforced against him, independently of the future exclusion of the sub-contractor.

You will find appended to the present Circular (of which I am forwarding to you a number equal to that of your departmental inspectors actually on duty) a publication containing the Decree of 10th August, 1899, respecting contracts

entered upon on behalf of the State, the general instructions and the Circular of 14th May respecting the application of the said Decree.

- 15.** *Loi du 9 avril 1915, ayant pour objet : (1) d'étendre aux familles de victimes civiles de la guerre le bénéfice des allocations instituées par la loi du 5 août 1914 ; (2) de régler la situation des allocataires qui peuvent prétendre à pension.* (Journ. Off. du 10 août 1915 ; Dalloz IV., 135 ; Bulletin du Ministère du Travail, 1915, 25.[\*])

Act (1) to extend to the families of civilian victims of the war the benefit of the allowances instituted by the Act of 5th August, 1914 ; (2) to regulate the position of persons receiving allowances who may have a claim to a pension. Dated 9th April, 1915.

1. The benefits of the Act of 5th August, 1914, shall extend to all necessitous families the indispensable bread-winner of which is killed or taken prisoner in the course of military occurrences, or who, being in enemy territory at the time when hostilities were in progress, is kept as a prisoner.

They shall likewise extend to the necessitous families of merchant seamen who have lost their wages as a result of the capture or destruction of their ships, in respect of the period included between the date of the said capture or destruction and that of their debarkation at a French port.

2. In case of death and where the death would give rise to a claim to a pension at the charge of the State, the departments, colonies or protectorates, communes or public institutions, for the benefit of the members of the family, the latter shall not be entitled to benefit from the said pension in addition to the allowance acquired in pursuance either of the Act of 5th August, 1914, or of the present Act.

The right to a pension shall accrue and the pension shall be liquidated from the day following the death. But no arrears shall be paid until the cessation of the allowances.

If the persons concerned exercise their option in favour of the system of pensions they may, notwithstanding, receive an allowance, as an advance, up to the day when their pension is liquidated. These advances shall be set off against the first arrears received.

If the pension is not payable out of the public Treasury, the corporation or institution by whom it is payable shall reimburse to the State a sum equal to the amount of the suspensory arrears paid, or to the allowances made as advances, according as the amount of the allowance was greater or less than that of the pension.

3. The provisions of the preceding Section shall apply to pensions, a claim to which has been made previously to the promulgation of the present Act.

- 16.** *Décret du 9 avril 1915, suspendant, pendant la durée des hostilités, certaines dispositions du règlement des retraites du personnel des chemins de fer de l'Etat.* (Journ. Off. du 15 avril 1915 ; Dalloz IV., 136.)

Decree to suspend during hostilities certain provisions of the regulations respecting the pensions of the staffs of State railways. (Dated 9th April, 1915.)

17. *Loi du 10 avril 1915, ayant pour objet la régularisation : (1) du décret du 24 novembre 1914, relatif à l'ajournement des élections des membres des conseils de prud'hommes ; (2) du décret du 9 janvier 1915, relatif à l'ajournement des élections des présidents généraux, présidents et vice-présidents des conseils de prud'hommes.* (Journ. Off. du 13 avril 1915 ; Dalloz IV., 147.)

Act to regularise (1) the Decree of 24th November, 1914, respecting the postponement of the elections of the members of the Committees of Counsel ; (2) the Decree of 9th January, 1915, respecting the postponement of the election of the general presidents, presidents and vice-presidents of committees of counsel. Dated 10th April, 1915.

18. *Arrêté ministériel du 10 avril 1915, nommant des membres de la commission de la main-d'œuvre agricole.* (Journ. Off. du 13 avril 1915 ; Dalloz IV., 150.)

Ministerial Decree appointing the members of the Commission on agricultural labour. Dated 10th April, 1915.)

19. *Arrêté ministériel du 24 avril 1915, nommant des membres de la commission supérieure chargée du statuer sur les recours et réclamations formés en matière d'allocations journalières aux familles dont les soutiens sont appelés sous les drapeaux.* (Journ. Off. du 25 avril, 1915 ; Dalloz IV., 218.)

Ministerial Decree appointing the members of the superior commission having the duty of deciding on claims and appeals lodged in connection with the daily allowances made to families whose bread-winners have been called to the colours. Dated 24th April, 1915.

20. *Circulaire du Ministre du Travail, en date du 24 avril, 1915, adressée aux Inspecteurs Divisionnaires du Travail et relative aux salaires payés par les entrepreneurs travaillant pour l'armée.* (Bulletin du Ministère du Travail 1915, 30[\*].)

Circular of the Minister of Labour, addressed to the Divisional Inspectors of Labour, relating to the wages paid by manufacturers working for the Army. Dated 24th April, 1915.

In the course of their inquiries made at the request of the Minister of War, the inspectors of labour, although they ascertained that the wages paid by certain manufacturers, and especially certain sub-contractors working for the army were inadequate, sometimes found it impossible to establish judicially that the wages were lower than the usual rate in the trade. As a result of communications sent to them on this matter, various local offices of the military supplies department (Intendance) have taken steps which may be summarised as follows :—

(1) They have had no further dealings with contractors against whom the most serious charges have been raised ;

(2) All the contracts have been made to refer to the provisions both of §2 of the Decree of 10th August, 1899, and of the statutory Decree of 2nd March, 1848, to the effect that all contraventions proved may involve the cancelling of the contract at the expense of the contractor.

(3) All persons benefiting by current contracts have been reminded of the said provisions by a circular ;

(4) Tenders have only been accepted from persons who, in view of their trade, standing and the plant in their possession, are in a position to ensure the observance of the proposed contract on their own initiative and under their personal supervision ;

(5) The inspectors of labour, in agreement with the military supplies department (Intendance) and in conformity with the instructions issued jointly by the Ministers of War and of Labour, have exercised close supervision with a view to protecting the workers from the risk of exploitation.

I should be very much obliged to you if you would ascertain, as far as possible, what similar measures may have been adopted in your district by the local offices of the military supplies department as a result of your intervention, and to inform me of such measures, if any.

21. *Circulaire Ministerielle du 3 mai 1915, relative à l'application de la loi du 9 avril 1915 (allocations aux familles nécessiteuses des marins de commerce, dont le navire a été capturé ou détruit par l'ennemi).* (Journ. Off. du 4 mai 1915 ; Dalloz IV., 235.)

Ministerial Circular relating to the application of the Act of 9th April, 1915 (allowances to the necessitous families of merchant seamen whose ships have been captured or destroyed by the enemy). Dated 3rd May, 1915.

22. *Circulaire du Ministre du Travail, en date du 5 mai 1915, adressée aux préfets, et relative aux retraits des allocations de chômage pour cause d'ivrognerie.* (Bulletin du Ministère du Travail 1915, 31.[\*])

Circular of the Minister of Labour, addressed to the Prefects, relating to the withdrawal of unemployment benefits by reason of drunkenness. Dated 5th May, 1915.

23. *Loi du 28 mai 1915, tendant à faciliter l'exécution des travaux publics pendant la durée des hostilités.* (Journ. Off. du 30 mai 1915 ; Dalloz IV., 281.)

Act to facilitate the execution of public works during hostilities. Dated 28th May, 1915.

24. *Circulaire ministérielle du 31 mai 1915, relative aux conditions dans lesquelles les assurés de la loi des retraites, originaires ou réfugiés des Départements envahis, peuvent obtenir la liquidation de leurs pensions ou le paiement de leurs arrérages.* (Journ. Off. du 2 juin 1915 ; Dalloz V., 22.)

Ministerial circular respecting the conditions under which persons insured under the Pensions Act, being domiciled in, or refugees from, the invaded departments, may obtain the liquidation of their pensions or the payment of their arrears. Dated 31st March, 1915.

25. *Circulaire du Ministre du Travail en date du 1 juin 1915, adressée aux préfets et relative à l'apprentissage et au placement des jeunes gens de 13 à 18 ans.* (Bulletin du Ministère du Travail 1915, 31.[\*])

Circular of the Minister of Labour addressed to the prefects relating to the apprenticing and placing of young persons of from 13 to 18 years of age. Dated 1st June, 1915.

Since the outbreak of hostilities my Department has been concerning itself with the position of young persons of from 13 to 18 years of age who, as a result of the closing of shops and workshops, have found themselves without employment, left to their own devices, and deprived of all technical guidance, although, when the war is over, national industry will have more need than ever of skilled workers.

In order to obviate, as far as possible, the serious effects of such a situation, if prolonged, I referred the question to the permanent Commission of the Superior Labour Council, in order that it might consider ways and means of employing these young persons during a part at least of the day and of assisting them to continue their trade training.

After having conducted an inquiry amongst the trade organisations (chambres syndicales) of Paris and the committees for the assistance of apprentices, the permanent Commission, at sittings on 30th September and 25th November, 1914, issued a series of recommendations from which I extract the following :

“ The permanent Commission of the Superior Labour Council recommends :

“ That young persons under 18 years of age should continue their school studies or be employed in industrial or commercial establishments, or else attend trade courses during the day. Parents should be informed that the increase in benefit of 50c. per day, provided for in the system of unemployment benefit may be cancelled if, through their fault, an unemployed child fails to attend either school or apprenticeship courses.

“ That the investigators of the Labour Office should approach the trade organisations of the various industries with a view to their organising trade courses and works suitable for young persons of from 13 to 18 years of age.”

The permanent Commission has adopted, in addition, various other recommendations to the effect : that certain State works, especially in the engineering trade, should be allocated to small undertakings in order to assist small and medium-sized workshops and thus enable them to train apprentices ; that courses preliminary to apprenticeship should be arranged, through the agency of the apprenticeship committees, in available workshops, employers being pressed, if they have an unused implement to make an effort to employ young persons a few hours a day ; that employers working for the State should be asked to employ young persons in their workshops ; that State factories and workshops which do not ordinarily take apprentices should be authorised to take young persons of from 13 to 18 years of age during the war.

I have caused these recommendations to be transmitted to the various ministerial departments concerned and the latter have endeavoured to satisfy them.

On the other hand, in compliance with the recommendations of the permanent Commission, I have instructed the officials of my Department—investigators of the Labour Office and inspectors of labour—to get into touch with the committees for the assistance of apprentices, with the trade organisations, both of employers and workers, with the school and trade courses, as well as with all other organisations likely to be able to co-operate effectively in the work to be done.

As far as Paris is concerned, satisfactory results have been obtained for certain industries and in a certain number of districts. I must note especially the successful efforts made by several trade organisations, both of employers and workers, which have instituted practical and theoretical courses, especially

in the building trades, bronze work, the jewellery trade, the furniture trades, etc. The committees for the assistance of apprentices or similar bodies, as well as certain institutions due to private initiative, have, for their part, worked actively in placing young persons and arranging instruction preliminary to apprenticeship. While some of these committees have organised trade courses for girls, others have succeeded in placing young workers with employers in the district in order to work a few hours a day, and to receive technical instruction during the rest of the time, while remaining under their constant and effective supervision. In the 13th and 20th districts, the committees have thought well—as has been done, moreover, by the workers' furniture trade school—to present to the public, in recent exhibitions, numerous examples of work done by their apprentices and to prove in this way the excellence of the instruction given.

On the other hand, certain joint commissions, the organisation of which I called for in my circular of 5th February last, have not failed to concern themselves with this same question. The commission of the department of the Aube, in particular, in its sitting of 2nd May last, adopted a recommendation in favour of the organisation, by the manufacturers of Troyes, of an apprenticeship workshop. This institution, subsidised, if possible, by the municipality, would be under the direction of an engineer and work in collaboration with working-class teachers chosen by mutual agreement by the employers and a workers' committee. At the end of each year, the articles made would be sold and the proceeds distributed in proportion to the qualifications of each apprentice, after deducting the cost of raw materials and administration.

In notifying you of these successful attempts, I will call your attention especially to the preponderant part which should be played in the apprenticing and placing of unemployed young workers either by the mixed commissions first referred to or by the committees for the assistance of apprentices established by §§117, 118 and 119 of Book II. of the Code of Labour, the object of which is : (1) to protect apprentices and children employed in industry ; (2) to develop their trade training.

Without insisting further upon the importance, from the national and social point of view, of providing that the majority of young persons of both sexes shall not remain unoccupied and upon the urgent necessity of putting them in the way of becoming the workers of the future, I shall be obliged if you will be so good as to inform me what measures have been taken in your department.

26. *Loi du 2 juin 1915, portant extension aux colonies françaises de la loi du 5 août 1914, accordant, pendant la durée de la guerre, des allocations aux familles nécessiteuses dont la soutiens serait appelé ou rappelé sous les drapeaux.* (Journ. Off. du 4 juin 1915 ; Dalloz V., 30 ; Bulletin du Ministère du Travail 1915, 26.[\*])

Act to extend to the French Colonies the Act of 5th August, 1914, granting allowances, during the war, to necessitous families whose bread-winners have been called or recalled to the Colours. Dated 2nd June, 1915.

SOLE SECTION.—The provisions of the Decree of 15th September, 1914, respecting the granting of allowances during the war to necessitous families whose bread-winners have been called or recalled to the Colours, are ratified.



**27.** *Circulaire du Ministre du Travail, en date du 2 juin 1915, adressée aux inspecteurs divisionnaires du travail sur la marche à suivre pour les enquêtes effectuées à la suite de plaintes en matière de salaires payés pour la confection, à domicile, d'articles faisant l'objet de marchés de l'Etat.* (Bulletin du Ministère du Travail 1915, 33[\*].)

Circular of the Minister of Labour addressed to the divisional inspectors of labour on the course to be pursued in inquiries undertaken as a result of complaints in the matter of wages paid for the making, in the workers' homes, of articles forming the object of State contracts. Dated 2nd June, 1915.

I have the honour to give you the appended instructions on the course to be pursued in inquiries undertaken in the matter of the wages paid to workmen and workwomen making, in their own homes, articles forming the object of State contracts.

These instructions are supplementary to those included in my Circular of 7th April, 1915.

I draw your attention, in addition, to the fact that it will be useful in order to facilitate your inquiries to keep and classify all the wages and scales adopted by the military supplies department (Intendance), either standard or current, which may be brought to your notice. This information may, moreover, prove very useful in connection with the administration of the Act respecting minimum wages for women home-workers in the clothing trade, which seems likely to be adopted shortly.

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*Instructions on the course to be pursued in inquiries undertaken as a result of complaints in the matter of wages paid to workmen or workwomen making, in their own homes, articles forming the object of State contracts. (Cf. Circular of 7th April, 1915.)*

Where application is made to the inspecting staff to undertake inquiries in the matter of wages paid to workmen or workwomen making, in their own homes, articles forming the object of State contracts, the inquiries should be conducted on the lines indicated in the following :

*I. Information to be Supplied in the Report.*

(a) In the inquiry sufficient data should be collected to enable a table to be drawn up at the end of each report giving the following particulars :

The precise designation of the article ;

The nature of the work ;

The scale of the military supplies department (Intendance) for this work (wages schedule) or, failing this, the normal scale current in the district\* ;

If possible, the hourly earnings under this scale of a workwoman of average skill in the trade ;

The rate paid for the kind of article in question ;†

\* Cf. the Circular of 7th April, 1915, No. 14 on p. 361.

† In order to permit of comparison, the rate paid to the worker ought to be calculated allowing the same charges for requisites as devolve upon her under the scale of the military supplies department. The gross rate paid to the worker should, consequently, be rectified when she has to pay for supplementary requisites or when certain requisites, which ought to be at her expense in accordance with the said scale, are remitted to her by the contractor.

‡ In stating the hourly wage, two figures should, where appropriate, be given : (a) without deducting the requisites chargeable to the worker ; (b) after deduction of the same (net earnings).

The time taken by the woman worker (or workers) in question in making the article included in the scale ;

The hourly earnings of the woman worker in question ;†

The name of the person in whose name the contract stands, and also of the sub-contractor or sub-contractors, if any, down to the one giving the work to the worker.

(b) It will be of interest, where possible and where the investigation would not require too much time, to indicate the successive prices at which the sub-contractors have passed on the making of the articles.

Where it is not possible to carry the inquiry up to the person in whose name the contract stands, it will only be feasible to note the wages actually encountered ; this should be done both in view of the statistics of wages which will be drawn up, thanks to the data provided by the inquiries, and also with the object of facilitating any later inquiries.

## II. *Work of Inspection.*

All inquiries revealing an abuse should, where it is possible to ascertain the name of the person who concluded the contract, result in the local office of the military supplies department who adopted the contract being approached, unless the inspectors are able to secure the removal of the abuse by amicable means.

The object of approaching the supplies department will be to draw attention to the exact facts and enable action to be taken, if necessary.

If the clauses contemplated in the Decree of 10th August, 1899, have been inserted in the contract and if a schedule stating the normal current wage is appended, the supplies department may actually apply the measures for enforcing observance laid down in §§4 and 5 of the Decree.

Even if provision has not been made in the contract for the application of the Decree of 1899, or if no schedule of current wages has been appended, it will be useful to communicate the results of the inquiry to the supplies department ; in a certain number of cases the supplies department has actually decided not to accept in future contracts with contractors responsible for striking abuses (wages clearly lower than current wages, etc.).

**28.** *Circulaire du Ministre de la Guerre, en date du 5 juin 1915, relative aux clauses à insérer dans les cahiers des charges en attendant le retour à l'application intégrale du décret du 10 août 1899.* (Bulletin du Ministère du Travail 1915, 45[\*].)

Circular of the Minister of War relating to the clauses to be inserted in contracts pending the re-application of the Decree of 10th August, 1899, in its entirety. Dated 5th June, 1915.

In view of the necessity felt by the War Office of reducing strictly to a minimum the formalities prescribed for the adoption of contracts, certain departments have been led to make use of the authority given in §28 of the Decree of 18th November, 1882, and to delegate wide powers in this matter to all the local offices. It has consequently happened very frequently that, by reason of urgency, the contracts adopted since the mobilisation have not complied with the provisions of the Decree of 10th August, 1899.

After a re-examination of the question, it does not appear to be possible, even at the present time, to enforce the provisions of the Decree of 10th August, 1899, universally so as to affect all works and supplies without exception, which would at once tend to obstruct the due fulfilment of arrangements for the supply

of materials. But it is certainly desirable, and all administrative bodies should make every effort to ensure that the said provisions are applied in all contracts where this is possible without affecting the rapid supply of the necessities of national defence.

In contracts for works of construction and maintenance, it does not appear that the application of the Decree of 10th August, 1899, should present any difficulties.

As regards contracts for supplies, it appears from reports received by the Central Administration that, in a large number of places, it has been possible to adopt effective measures of protection in the interests of the workers by securing the collaboration either of the inspectors of labour or of the prefects and mayors.

With this idea in mind, it appears desirable to indicate precisely the clauses of the Decree of 10th August, 1899, which ought, in future and for so long as hostilities continue, to be inserted in contracts adopted by the War Office subject to any adaptations or modifications that may be necessary.

It should be remembered, in this connection, that the rules for applying the Decree of 10th August, 1899, should be laid down in each contract.

*(a) Weekly Rest ; Employment of Foreign Workers ; Duration of the Working Day.*

It results from instructions issued by the Minister of Labour to the inspectors of labour (Circulars of the 2nd, 5th and 14th August, 1914) that, in the prevailing circumstances, the inspectors should endeavour, before all, to assist in maintaining the greatest possible intensity of national activity and that, as regards the enforcement of the labour laws, the greatest latitude should everywhere be allowed in order to promote output. Official reports of contraventions should only be drawn up after warning and in exceptional cases where an employer, in spite of the warning, continues practices likely to injure the health of his workers.

Manufacturers and military supply contractors should thus be treated, from these different points of view, in accordance with the common law.

Notwithstanding, it having been admitted in the course of meetings of manufacturers held at the War Office, that a day of rest should be allowed every fortnight to the workers employed by them, a special clause should be inserted in the contracts in order to ensure the observance of this decision.

*(b) Wages.*

On this point it is well to require the application of the Decree of 10th August, 1899, wherever possible, or at least to insert in the contracts a clause requiring the contractor to pay to his workers a wage equal to the normal wage current in the district.

Where the urgency of the work makes it impossible to conform to the formalities prescribed in the Decree as regards the drawing up of a schedule of wages, it should be stipulated that the wages will be fixed definitely, and without appeal, by the local directors who should, in this case, proceed to procure full information affecting the question by applying, especially, to the inspectors of labour, the prefects and the mayors. In contracts for articles to be manufactured, the payment of a minimum price per piece should be required of the contractor, wherever there exists, in the place where the contract will be performed, a well-defined scale currently applied for work by the piece or the job.

If no piece-work scale satisfying these conditions is in existence, it will only be possible, according to the rules applicable in times of peace, to enforce a minimum hourly or daily wage, coupled with the requirement that the wage earned on an average by a worker, working by the piece in a given time and under normal conditions, shall not be less than the minimum wage fixed in the contract.

On the other hand, the contracts should provide that, if the administration detects any divergence between the wages paid to the workers and the current wages determined in the manner indicated above, the workers affected shall be directly indemnified by means of deductions made from the sums due to the contractor and from his guarantee deposit.

The contractors should be prohibited by a special clause from transferring or sub-contracting all or part of their contract without the sanction of the Minister or his representative.

The observance of these provisions should be required both in respect of military persons placed at the disposal of manufacturers working for the national defence and of civil workers, subject to the penalties attached, in a general way, to all violations of a clause of the contract.

The directors and departments of the Central Administration are requested to supervise the observance of the preceding instructions, which should be followed, pending the reapplication of the Decree of 10th August, 1899, in its entirety, in all contracts where, in ordinary times, the insertion of clauses concerning conditions of work is obligatory.

Notice of these provisions has been given to the Minister of Labour, who will himself inform his inspectors of labour of them.

29. *Circulaire ministérielle du 12 juin 1915, concernant l'application, dans certains cas, aux agents et ouvriers de l'Etat et aux militaires maintenus dans les établissements de guerre ou dans les usines de l'industrie civile. de la loi du 5 août 1914, relative aux allocations et majorations dues aux familles nécessiteuses dont les soutiens sont sous les drapeaux.* (Bull. Min. Guerre, P.P., p. 389; Dalloz V., 75.)

Ministerial circular respecting the application in certain cases to State employees and workers and to military persons retained in military establishments or in workshops in civil industry, of the Act of 5th August, 1914, respecting the allowances and increases payable to necessitous families whose bread-winners are with the Colours. Dated 12th June, 1915.

30. *Circulaire ministérielle du 25 juin 1915, réglant la situation au point de vue des accidents de travail, des ouvriers employés dans les établissements militaires ou mis à la disposition des industriels en vue d'assurer la marche des services et la continuité des fabrications du matériel de toute nature nécessaire à la défense nationale.* (Dalloz V., III.)

Ministerial circular regulating the position, as regards industrial accidents, of workers employed in military establishments or placed at the disposal of manufacturers in order to ensure the progress of the work and continuity in the manufacture of material of all kinds necessary for national defence. Dated 25th June, 1915.

31. *Circulaire ministérielle du 13 juin 1915, concernant les sursis et permissions aux maréchaux-ferrants, forgerons et mécaniciens-réparateurs de machines agricoles.* (Journ. off. du 17 juillet 1915 ; Dalloz V., 166.)

Ministerial circular concerning exemptions and leave for farriers, blacksmiths and repairing engineers for agricultural machines. Dated 13th June, 1915.

32. *Circulaire ministérielle du 20 juillet 1915, au sujet des sursis, des permissions et des équipes pour les travaux de battage (suite à la circulaire du 13 juillet).* (Journ. off. du 22 juillet 1915 ; Dalloz V., 202.)

Ministerial Circular on the matter of exemptions, leave and gangs for threshing operations (supplementary to the Circular of 13th July). Dated 20th July, 1915.

[EXTRACTS.]

II.—*Shifts of Military Persons and Prisoners.*

The circulars of the Minister of War, dated 7th, 14th, 26th and 30th June, respecting the organisation of agricultural gangs, consisting of military persons, shall apply to threshing operations.

On the other hand, the Minister of War, on being consulted, has informed me that there appears to be nothing against gangs of 20 prisoners each, arranged for agricultural work, being employed not only in bringing in, but also in threshing the harvest, it being understood that, in order to avoid accidents, the control of the machines must always remain entrusted to trained persons.

In order to form these gangs of military persons or prisoners, you should make arrangements, in advance, with the General Officers Commanding the districts, in accordance with the rule applying up to the present.

33. *Loi du 17 août 1915, assurant la juste répartition et une meilleure utilisation des hommes mobilisés ou mobilisables.* (Journ. off. du 19 août 1915 ; Dalloz V., supplément.) (Loi Dalbiez.)

Act to ensure the fair distribution and the better utilisation of men mobilised or liable to be mobilised. Dated 17th August, 1915.

[EXTRACT.]

6. The Minister of War is authorised to allocate to undertakings, factories and works, engaged in work for the national defence, men belonging to one of the classes that are mobilised or are liable to be mobilised, being heads of undertakings, engineers, manufacturers, foremen or workers, and who prove that they have carried on their trade for at least one year either in the said undertakings, factories and works, or in similar undertakings, factories and works. In the case of mining works the time limit shall be reduced to six months.

Men satisfying the above conditions shall present to the military authority a declaration signed by themselves, stating the time during which they have carried on their trade and the undertakings, factories and works in which they did so.

Workmen coming under the conditions laid down in the first paragraph of this Section shall be chosen for preference from amongst the men in the auxiliary service, and, failing them, from amongst the territorial reservists and territorials, beginning with the fathers of the largest families and with the oldest classes.

As a transitory measure, men who, without satisfying the conditions laid down in the first paragraph are, at present, detailed to work in undertakings, factories and works engaged in work for the national defence, may be retained there, if, within a period not exceeding two months, a commission, set up in each district and consisting of an equal number of employers and workers, presided over by a representative of the Minister of War or the Minister of Marine, has recommended that they should be so retained.

In the case of mining works, the commission set up in the district of each mine shall be presided over by the chief mining engineer. It shall consist half of employers and half of working miners. The miners' delegate or his substitute shall serve *ex officio*.

In the case of the invaded districts, the recommendation shall be issued by the military mining commission, to which there shall be added one workman and one employer.

The men contemplated in the preceding paragraphs shall remain at the disposal of the Minister of War.

They shall be subject to the conditions and obligations prescribed in paragraphs 3 and 6 of §42 of the Act of 21st March, 1905. The Decree of 10th August, 1899, respecting conditions of work under contracts entered into on behalf of the State shall apply with force of law as regards their wages.

## V. Great Britain and Ireland

1. Royal Warrant as to employment of soldiers in civil occupations. 11th May, 1915. (Manual Suppl.\* No. 4, p. 80.)

[During their temporary employment in munitions work soldiers retain all their rights and those of their dependants. But they receive no Army pay except when their civil earnings are lower.]

2. An Act to facilitate the early provision of dwellings, etc., for, and for the convenience of, persons employed by or on behalf of the Admiralty at Rosyth Dockyard. 19th May, 1915. (Manual Suppl. No. 4, p. 13.)
3. Royal Warrant as to Disability Pensions for Soldiers. 21st May, 1915. (Manual Suppl. No. 4, p. 81.)

[Pensions may be granted for disabled European soldiers as follows :— For total incapacity: Privates 25s., Officers 27s.-40s. per week; for partial incapacity a pension which will, with his wages, amount to the above rate, a further allowance of 2s. 6d. a week for each child under 16 years. These allowances may be continued beyond the age of 16 in the case of apprentices receiving not more than nominal wages, or of children being educated at secondary schools, technical schools or universities. Granted as from 1st March, 1915.]

4. Royal Warrant as to pensions for Widows and Children of Soldiers. 21st May, 1915. (Manual Suppl. No. 4, p. 100.)

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\* Manual of Emergency Legislation (edited by ALEXANDER PULLING); Supplement No. 4 to 31st, August, 1915. London, September, 1915 (Wyman; price 2s. 6d.). For Orders under the National Insurance Act see Manual Suppl. No. 4, pp. 353-357, 402.

Whereas we deem it expedient to make further provision for the pensions of widows and children of British warrant officers, non-commissioned officers, and men whose death results from the present war.

Our Will and Pledge is that :—

1. The widows and children of such warrant officers, non-commissioned officers and men may be granted pensions at the following rates, in lieu of the special rates laid down in Article 788 of Our Warrant of the 1st December, 1914, for the pay, appointment, promotion and non-effective pay of our Army and of the rates laid down in Article 1248 :—

	Under 36 Years.	Age 35 but Under 45.	Age 45 or Over.
OFFICER—	<i>Yearly.</i>	<i>Yearly.</i>	<i>Yearly.</i>
Class I. . . . .	£35	£42	£48
N.C.O.—	<i>Weekly.</i> s. d.	<i>Weekly.</i> s. d.	<i>Weekly.</i> s. d.
Class II. or Class I. . . . .	12 0	14 6	17 0
Class II. . . . .	11 6	14 0	16 6
Class III. . . . .	11 0	13 6	16 0
Class IV. . . . .	10 6	13 0	15 6
PRIVATES, ETC.—			
Class V. . . . .	10 0	12 6	15 0

Pensions to children (including those born before wedlock) may be granted as follows :—5s. a week for the first child, 3s. 6d. a week for the second child, and 2s. a week for each child beyond two.

2. In the event of the children being motherless, or if the mother has forfeited her pension through misconduct and the children are removed from her control, a pension of 5s. a week may be granted to each child.

3. The widow of a non-commissioned officer or man may be granted on re-marriage a gratuity equal to two years' pension, payable either in one sum or in instalments at the discretion of Our Army Council.

4. The payments of pensions to children may in all cases be continued to the age of 16, and may be continued above that age on the recommendation of the Local Education Authority in the cases of apprentices receiving not more than nominal wages or of children being educated at secondary schools, technical schools or universities.

5. The rates of pension provided in this Our Warrant shall come into force as from the 1st March, 1915.

6. Existing regulations relative to pensions for the widows and children of warrant officers, non-commissioned officers and men shall, so far as they are not affected by this Our Warrant, remain in force.

5. Order in Council approving a Scheme under the Injuries in War (Compensation) Act, 1914, and the Injuries in War Compensation Act, 1914 (Session 2), and applying, as from 3rd August, 1914, to all officers and men of Fleet Auxiliaries (other than ranks and ratings in receipt of Naval pay), and to officers and men of the War Department Examination Service and other persons employed afloat (whether directly or indirectly) by or under the Admiralty or Army Council, and to the Dependents of such Persons. 27th May, 1915. (Manual Suppl. No. 4, p. 258.)

- 6.** Order in Council further amending the Defence of the Realm (Consolidation) Regulations, 1914. 2nd June, 1915. (Manual Suppl. No. 4, p. 122.)

[EXTRACT.]

The following Regulation shall be inserted :

39A. If a seaman lawfully engaged in accordance with the Merchant Shipping Acts, 1894 to 1914, to serve on board any British ship belonging to or chartered or requisitioned by the Admiralty (a) neglects or refuses without reasonable cause to join his ship, or to proceed to sea in his ship, or deserts or is absent without leave from his ship, or from his duty at any time ; or (b) joins his ship in a state of drunkenness, he shall be guilty of an offence and may with assistance be conveyed on board.

- 7.** An Act for establishing, in connection with the present War, a Ministry of Munitions of War, and for purposes incidental thereto (Chapter 51). 9th June, 1915. (Manual Suppl. No. 4, p. 14.)

- 8.** Order in Council further amending the Defence of the Realm (Consolidation) Regulations, 1914. 10th June, 1915. (Manual Suppl. No. 4, p. 14.)

[EXTRACT.]

1. After Regulation 6 the following Regulation shall be inserted :

6A. The power of the Secretary of State under §150 of the Factory and Workshop Act, 1901, by order, to the extent and during the period named by him, to exempt from that Act, in case of any public emergency, any factory or workshop belonging to the Crown, or any factory or workshop in respect of work which is being done on behalf of the Crown, shall extend to any factory or workshop in which the Secretary of State is satisfied that, by reason of the loss of men through enlistment or transference to Government service, or of other circumstances arising out of the present war, exemption is necessary to secure the carrying on of work which is required in the national interest.

- 9.** An Act to amend the Army Act (Chap. 58). 2nd July, 1915. (Manual Suppl. No. 4, p. 32.)

[Extends §141 of the Army Act (which prohibits the assignment of pay and other allowances) to the allowances to wives and dependants of officers and soldiers—Sub-section (9) of §156 (which restricts the pledging of identity certificates by persons entitled to military pensions, etc.) extended to separation or other allowances.]

- 10.** Order in Council further amending the Defence of the Realm (Consolidation) Regulations, 1914. 6th July, 1915. (Manual Suppl. No. 4, p. 131.)

[EXTRACT.]

1. For paragraph (b) of Regulation 8A the following paragraph shall be substituted :

The Admiralty or the Army Council are empowered :—

(b) to regulate or restrict the carrying on of any work in any factory, workshop or other premises, or the engagement or employment of any workman or all or any classes of workmen therein, or to remove the



plant therefrom with a view to maintaining or increasing the production of munitions in other factories, workshops or premises, or to regulate or control the supply of metals and material that may be required for any articles for use in war.

2. After Regulation 10, the following Regulation shall be inserted :—

10A. Where the competent naval or military authority has control of any dock premises, he may prohibit any person from bringing into or having in his possession within those premises, any intoxicating liquor.

**11.** The Munitions (Ordering of Work) Regulations (Scotland), 1915, dated 8th July, 1915, made by the Minister of Munitions under §4 (5) of the Munitions of War Act, 1915, with respect to the General Ordering of the Work in a Controlled Establishment in Scotland. 8th July, 1915. (Manual Suppl. No. 4, p. 322.)

[See the Regulations of 14th July, 1915, No. 15 ; date of coming into force, 12th July, 1915.]

**12.** The Munitions Tribunals (Provisional) Rules, 1915, dated 12th July, 1915, for Constituting and Regulating Munitions Tribunals in England and Wales, made in pursuance of §15 of the Munition of War Act, 1915, by a Secretary of State as far as relates to offences, and by the Minister of Munitions as far as relates to other matters. 12th July, 1915. (Manual Suppl. No. 4, p. 329.)

**13.** Proclamation applying Part I. of the Munitions of War Act, 1915, to a difference in the Coal Mining Industry of South Wales. 13th July, 1915. (Manual Suppl. No. 4, p. 325.)

**14.** Order made by the Minister of Munitions applying §7 of the Munitions of War Act, 1915, to a certain class of establishments. 14th July, 1915. (Manual Suppl. No. 4, p. 234.)

In pursuance of the power conferred upon me by §7, Sub-section 1, of the Munitions of War Act, 1915, I hereby make the following Order :—

The provisions of §7 of the Munitions of War Act, 1915 (which relate to the prohibition of the employment of persons who have left work in munitions factories) shall apply to the following class of establishments :—

Any establishment being a factory or workshop the business carried on in which consists wholly or mainly in engineering ship-building or the production of arms, ammunition or explosives or of substances required for the production thereof.

**15.** The Munitions (Ordering of Work) (Provisional) Regulations, 1915, dated 14th July, 1915, made by the Minister of Munitions under §4 (5) of the Munitions of War Act, 1915, with respect to the General Ordering of the Work in a Controlled Establishment in England or Ireland. 14th July, 1915. (Manual Suppl. No. 4, p. 321.)

The Minister of Munitions, in pursuance of §2 of the Rules Publication Act, 1893, hereby certifies that, on account of urgency, it is desirable that the following Regulations should come into immediate operation, and he therefore

in pursuance of the above Section and §4, Sub-section 5, of the Munitions of War Act, 1915, hereby makes the following Regulations to come into operation forthwith as Provisional Rules :—

(1) The owner of any controlled establishment shall, as soon as practicable, post Rules relating to order, discipline, time-keeping and efficiency, conspicuously in his establishment so as to bring them effectively to the knowledge of workmen employed therein. Copies of rules so posted shall be sent to the Minister of Munitions.

(2) Every person employed in the establishment shall comply with any rule so posted ; provided that no person shall be liable to a penalty under the Act for failing or refusing to comply with any rule, if the Munitions Tribunal is satisfied that the rule is an unreasonable one, or that the person had just cause for his failure or refusal to comply with it.

(3) These Regulations may be cited as The Munitions (Ordering of Work) Regulation, 1915.

(4) These Regulations shall come into force on the 14th day of July, 1915.

**16.** An Act for the Compilation of a National Register. (Ch. 60.) 15th July, 1915. (Manual Suppl. No. 4, p. 36.)

1. [Register of persons between the ages of 15 and 65.]
2. [Registration Authorities and Districts.]
3. [Duty to compile Register.]
4. [Duty to fill up and register forms.]

(1) For the purpose of enabling such a register to be compiled, it shall be the duty of every such person as aforesaid, within the prescribed time, to fill up and sign a form showing the following particulars :

(a) Name ; place of residence ; age ; whether single, married or widowed ; number of dependants (if any), distinguishing wife, children and other dependants ; profession or occupation (if any) ; name and business address of employer (if any) and nature of employer's business ; and (in the case of a person born abroad) nationality if not British : and

(b) whether the work on which he is employed is work for or under any Government Department ;

(c) whether he is skilled in and able and willing to perform any work other than the work (if any) at which he is at the time employed, and, if so, the nature thereof.

5. [Completion and correction of forms.]
6. [Right to certificate of registration.]
7. [Notification of changes of address.]
8. [Matters to be prescribed by instructions.]
9. [Expenses.]
10. [Duty of employers to furnish information.]
11. [Registration in one area only.]
12. [Exceptions.]
13. [Penalties for offences.]
14. [Application to Scotland.]
15. [Application to Ireland.]
16. [Short title and duration.]

- 17** The Munitions (War Service Badges) (Provisional) Rules, made by the Minister of Munitions under §8 of the Munitions of War Act, 1915. 23rd July, 1915. (Manual Suppl. No. 4, p. 348.)

[Applies to England and Wales.]

- 18** The Munitions Tribunals (Scotland) Rules, 1915, dated 28th July, 1915, for Constituting and Regulating Munitions Tribunals in Scotland made in pursuance of §15 of the Munitions of War Act, 1915, by the Secretary for Scotland as far as relates to Offences, and by the Minister of Munitions as far as relates to Other Matters. 25th July, 1915. (Manual Suppl. No. 4, p. 335.)

- 19** An Act to provide for the limitation of the Price of Coal. (Ch. 75.) 29th July, 1915. (Manual Suppl. No. 4, p. 65.)

(Coal at the pit's mouth not to be sold at a price exceeding by 4s. a ton, the price at which it was sold on the corresponding date between July, 1913—June, 1914.)

- 20** The Munitions Tribunal (Ireland) (Provisional) Rules, 1915, dated 4th August, 1915, for Constituting and Regulating Munitions Tribunals in Ireland, made in pursuance of §15 of the Munitions of War Act, 1915, by the Lord Lieutenant as far as relates to Offences and by the Minister of Munitions as far as relates to Other Matters. 4th August, 1915. (Manual Suppl. No. 4, p. 342.)

- 21** Order in Council under §3 of the Naval and Marine Pay and Pensions Act, 1865, approving Scheme of Pensions for Seamen and Marines discharged owing to Injuries received or Disease contracted on Service during the present War. 12th August, 1915. (Manual Suppl. No. 4, p. 381.)

(For total disablement, 25s. per week, otherwise such pension as with the wages would amount to 25s. altogether, but not less than 10s. 6d. a week if he has lost a limb or the sight of an eye. Additions to pensions in respect of each child under 16 years (not exceeding 2s. 6d. per week). The additions for children may be continued beyond the age of 16 in the case of apprentices or children at school. Pensions and allowances granted as from 1st March, 1915.)

- 22** The Unemployment Book (War) Regulations, 1915, made by the Board of Trade under Part II. of the National Insurance Act, 1911, the National Insurance (Part II. Amendment) Act, 1914, and the National Insurance (Part II. Amendment) Act, 1915. 20th August, 1915.

The Board of Trade, in pursuance of §91 of the National Insurance Act, 1911, hereby make the following Regulations :—

(1) These Regulations may be cited as the Unemployment Book (War) Regulations, 1915, and shall come into force on the date thereof.

(2) If a workman employed in an insured trade, on or in connection with munitions work in any establishment of a class to which the provisions of §7 of the Munitions of War Act, 1915, are applied by Order of the Minister of Munitions leaves work without having obtained a certificate from the employer by whom he was last so employed that he left work with the consent of his employer, or a certificate from the Munitions Tribunal that

such consent was unreasonably withheld, the employer shall forthwith deliver the workman's unemployment book to a local office of the unemployment fund, instead of returning it to the workman as required by Regulation 5 of the Unemployment Insurance Regulations, 1912.

## Va. British Colonies

### I. COMMONWEALTH OF AUSTRALIA.

An Act to provide for the grant of Pensions upon the death or incapacity of members of the Defence Force of the Commonwealth and members of the Imperial Reserve Forces resident in Australia whose death or incapacity results from their employment in connection with warlike operations. (No. 34 of 1914.) Assented to 21st December, 1914.

Rates of pensions :—

(a) In case of the death of a member of the Forces :

(i.) to the widow, the rate specified in column 2 of the Schedule opposite to the rate of pay of the member, and (ii.) to each child the rate of £13 per annum.

(iii.) to the other dependants such rates as are assessed by the Pensions Board, but not exceeding in the aggregate the rate specified in column 2 of the Schedule opposite to the rate of pay of the member, plus £52 per annum.

(b) In case of the total incapacity of a member of the Forces :

(i.) to the member, the rate specified in column 3 of the Schedule opposite to the rate of pay of the member ;

(ii.) to the wife of the member, 50 per cent. of that rate ;

(iii.) to each child of the member, the rate of £13 per annum.

(c) In case of partial incapacity of a member of the Forces, such less rates than those referred to in paragraph (b) as are assessed by the Pensions Board, having regard to the nature and probable duration of the incapacity.

### II. NEW SOUTH WALES.

- 1 An Act to provide for the control of necessary commodities and for purposes incidental thereto. (No. 18, 1914.) Assented to 25th August, 1914. (N.S.W. Industrial Gazette VI., 853.)

[Appointment of a Commission consisting of three persons whose duty it shall be to inquire into and report as to the prices of necessary commodities ; declaration of maximum prices by the Governor ; penalty for offering for sale at higher than declared prices ; seizure of necessary commodities by the State for redistribution to the public.]

- 2 An Act to enable the Government to compulsorily acquire wheat in New South Wales ; to provide for compensation for wheat so acquired and for its sale and distribution ; to provide for varying or cancelling certain contracts for the sale and delivery of wheat ; and for purposes consequent thereon or incidental thereto. (No. 27, 1914.) Assented to 11th December, 1914.

- 3 An Act to secure supplies of meat for the uses of His Majesty's Imperial Government during War, and for other purposes. (No. 6, 1915.) Assented to 17th February, 1915. (N.S.W. Industrial Gazette VII., 738.)

[All meat and stock to be held for Imperial uses ; prices to be fixed by a Board.]

### III. VICTORIA.

- 1 An Act to make provision against undue restriction of the supply of goods or undue raising of the prices of seeds in time of war. (No. 2516.) 9th September, 1914.

[The Governor in Council may appoint a " Prices Board " to inquire into and report to the Government as to the highest selling price.]

- 2 An Act relating to the Distribution, Export and Prices of Foodstuffs and other Commodities and to compel the supplying of information in relation thereto. (No. 2517.) 10th September, 1914.

[The Prices Board referred to above is required to investigate and from time to time report to the Governor in Council upon the distribution, export and prices of foodstuffs and other commodities ; persons having in their possession foodstuffs are required to furnish returns from time to time.]

- 3 An Act to continue the Foodstuffs and Commities Act, 1914. (No. 2572.) 30th December, 1914.

- 4 An Act to amend and continue the Price of Goods Act, 1914. (No. 2577.) 30th December, 1914.

- 5 An Act to continue the Foodstuffs and Commodities Acts. (No. 2579.) 30th April, 1915.

- 6 An Act to continue the Price of Goods Act, 1914, and the Price of Goods Act 1912 (No. 2), and to repeal §2 of the last mentioned Act. (No. 2580.) 30th April, 1915.

### IV. NEW ZEALAND.

#### *Judgment of the Court of Arbitration in re Hearing of Industrial Disputes.*

(Journal of the Department of Labour, April 1915 ; No. 266, p. 234.)

In the Court of Arbitration of New Zealand, Wellington Industrial District : In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments ; and in the matter of the hearing of industrial disputes during the period of the War. Application that the Court resume the hearing of industrial disputes.—Hearing, Wellington, 16th and 17th March, 1915 ; Judgment, 26th March.—Mr. Carey in support of the application ; Mr. Pryor, for the employers, to oppose.

*Judgment of the Court, Delivered by Stringer.*

At a sitting of this Court held in August last we pointed out that, as our country had become involved in a great European War, it was impossible to forecast what effect this might have upon the commerce and industries of the Dominion. We therefore suggested that it would be unwise, if not improper, to attempt to make awards purporting to regulate industries under conditions of which we had no previous experience, and we asked for an expression of opinion on the subject from representatives of both employers and workers. On the following day we were supplied with the text of resolutions passed at representative meetings of employers and labour organisations. The employers were of opinion that the Court should suspend operations during the crisis, as it was thought that the Court would not be justified in making any awards in view of the fact that it was impossible to foresee "the industrial conditions of the immediate future." The labour organisations agreed that disputes should be adjourned "till normal conditions were reached again."

The Court accepted these representations as indicating a general agreement with the suggestions we had made as before mentioned, and the Court then adjourned, expressing the belief that employers and workers would meet one and another in a fair and reasonable spirit, and make satisfactory arrangements between themselves in any industry which might prove to be particularly affected by the war. We understand from Mr. Carey on behalf of the workers, and it was admitted by Mr. Pryor, the employers' representative, that since the announcement made by the Court, the employers had taken up the attitude that they would not consider any disputes, and would not take any part in any proceedings before the Conciliation Councils during the continuance of the war, and had justified this attitude as being the result of a supposed ruling of the Court. We can only say that the employers have proceeded under a misapprehension of the Court's opinion on the matter. It was never intended by us that the entire machinery of the Conciliation and Arbitration Act, so far as it relates to industries, should remain inoperative for the whole period of the war, and nothing was said by us which could bear such an interpretation. The object we had in view was to refrain from making awards until a reasonable time had elapsed after the commencement of the war, in order that the effect of the war upon our commerce and industries might be properly understood and appreciated, and was not intended to be other than a mere temporary expedient until conditions had reached something like a state of stable equilibrium. We have now experienced nearly eight months of the war, and are in a position to form an opinion as to how it has affected and is likely to affect our commerce and industries, and it is safe to say that there is a general consensus of opinion of those best qualified to know that, although certain industries are suffering from the effects of the war, the Dominion as a whole has been singularly free from any ill-effects resulting therefrom, and it is enjoying a degree of prosperity quite remarkable in the circumstances, largely due, no doubt, to the exceptionally high prices being obtained for all our primary products. That being the case, we can see no reason or justification for refusing to resume our functions. It was said by Mr. Pryor that if the Court decided to again hear and consider disputes many businesses would be ruined, that there would be a great increase in the number of unemployed, and that it would be disastrous to employers, workers and the community generally. We think there is probably a good deal of rhetorical exaggeration in this statement; but even were it true, how can this Court, established by law for the express purpose of hearing and determining industrial disputes,

presume to deny suitors access to it, when approached by the methods prescribed by law? To do so would be to take upon ourselves the responsibility of abrogating the law and to assume the functions of the Legislature.

We quite realise that, as evidenced by the reports from representatives of various industries put in by Mr. Pryor, many of these industries are probably quite unable to bear any further burdens in the shape of shorter hours or higher wages, but it must be assumed that these matters will receive due consideration, both by Conciliation Councils and the Court, in the event of any disputes arising in connection with such industries. As was said by Mr. Justice Edmunds in the New South Wales Arbitration Court in dealing with a similar application to the present one, there are three classes of cases to be considered : (1) Those in which the war will cause a stoppage or a substantial reduction of the industry ; (2) those which are not materially affected by the war ; and (3) those which are profiting by the war. It is obvious that different considerations will apply to each of these cases, and it is to be hoped that the workers will be actuated by an intelligent self-interest, and will carefully refrain from attempting to impose fresh burdens upon those industries which cannot reasonably be expected to bear them. If they do they must not expect to obtain a sympathetic hearing from the Court.

It may also be stated that the Court would in no case make an award without reserving to itself the right at any time in the event of exceptional conditions arising, to cancel, suspend or amend such award either on the application of either of the parties or of its own motion. Our decision is that the business of the Court must now proceed as usual.

## VI. Roumania

The " *Moniteur du Commerce Roumain* " (1915, No. 5, p. 72) contains a Royal Decree, dated 2nd/15th April, 1915, which brings into operation the provisions of §§27-29 of the Act respecting extraordinary measures, dated 23rd December, 1914/5th January, 1915 (fixing of maximum prices), on 5th/18th April, 1915, and also a resolution of the Ministry of Industry and Commerce, of the same date, fixing the maximum prices.

## VII. Russia

Decree respecting the admission of persons of the female sex and young persons under 15 to work at night and underground in the coal mines of European Russia. 23rd February/9th March, 1915. (*Sobranie uzak*, 6th-20th March, 1915 ; No. 90.)

His Majesty the Tsar issued, on 9th-22nd March, 1915, in accordance with a resolution of the Ministerial Council and in pursuance of §87 of the Laws of the Empire (Vol. I., Part I., Edition 1906), the following Decree temporarily to amend and supplement the legal provisions in question until the conclusion of warlike operations :—

Persons of the female sex and such young persons as have not reached the age of 15 years shall be admitted to work at night and underground in the coal mines of European Russia, subject to the observance of the following Rules :

(1) Young persons shall not be employed in underground work in the daytime for a period exceeding 8 hours, or at night, exceeding 6 hours, in 24, subject to the condition that in the course of the working day following after night-work, young persons shall not be readmitted to work for a period of 12 hours from the cessation of such night-work.

(2) Persons of the female sex having been employed at night shall not be employed again earlier than midday on the day following the night-work.

(3) Persons of the female sex and young persons shall only be admitted to night and underground work on condition that they are shown, by a previous examination undertaken for the purpose by the mines medical officer, or where there is no such person, by the rural or municipal medical officer, to be suited, from the point of view of their strength and health, for the said work. And

(4) It shall rest with the local mining authorities, in agreement with the governors concerned, to issue special lists of processes in which persons of the female sex and young persons may be employed.

## VIII. Spain

*Real orden respecto al precio de las subsistencias.* 10 de Abril de 1915. (Butlletí del Museu Social, 1915, 102.)

Royal Order respecting the prices of articles of subsistence. Dated 10th April, 1915.

1. The Civil Governors shall inform the Subsistence Committees (Junta de subsistencias) of the prices of the foreign cereals purchased through their agency.

2. In view of these prices, and of the prices prevailing locally or in neighbouring markets and with the help of any other data available, the Committee shall see that the prices of flour stand in the right relation to those of the cereals themselves; in this connection the price of flour shall not exceed that of the grain by more than 10 to 11 pesetas in the case of grain coming from the United States, Catalonia, Aragon, New Castile, Andalusia, Estremadura, etc., and 11 to 12 pesetas in the case of grain coming from Argentina, Old Castile, Navarra, Rioja, etc.

3. The price per kilogram of bread of ordinary quality shall not exceed the price per kilogram of flour in the various localities.

4. The Committees shall, in addition, supervise the retail sale of other articles of subsistence, such as rice, chick-peas, potatoes, beans, olive oil, butter and fat, taking into consideration the cost of production, the expenses of sale and the markets, in such a way that the profit on the sale in question shall not exceed 15 per cent.

5. Once the completeness of supply is ensured, no obstacles or formalities should be imposed upon inland trade and coast shipping, except in so far as concerns consignments of grain and flour for which the local authorities have demanded security.

6. The Civil Governors, as chairmen of the Subsistence Committees, shall take the necessary steps towards the enforcement of the preceding instructions.



## IX. Switzerland

1. *Kreisschreiben des Bundesrates an sämtliche Kantonsregierungen betr. die Beschaffung von Arbeit. Vom 9 Oktober, 1915. (Schweiz-Bundesblatt 1915, III., 349).*

Circular of the Federal Council addressed to all the Cantonal Governments respecting the provision of work. 9th October, 1915.

In a petition dated 20th July, 1915, the Swiss Industrial Union and the Swiss Federation of Trade Unions proposed various measures with the object of assisting manufacturers and workers in industrial occupations who are suffering from the prevailing conditions.

The proposals dealing with the giving out of public contracts, the under-cutting of prices and reductions of wages, and the payment of contributions for the support of unemployed persons belonging to a trade, require still further investigation, in which the petitioning bodies are participating.

A further request is to the effect that the Federal Council should consider providing increased opportunities for work, and approach the cantonal and communal authorities in the same sense. This demand is based on known facts, and consequently needs no special investigation; so that we are able, without further question, to give such effect to it as is possible in the prevailing circumstances.

The petition draws attention, *inter alia*, to the fact that, besides the hotel industry, the building trade is suffering especially severely from the present crisis. The petitioners assert that, in spite of the withdrawal of many foreign workers, and in spite of mobilisation, the number of persons totally unemployed is large enough to demand attention; that at the present time the number of workers absolutely without earnings in Swiss industry is more than 10 per cent., and those having lost part of their earnings far in excess of 30 per cent.; that these are in the large majority of cases Swiss workers; that to these there should be added a considerable number of small masters without work, and even of owners of large undertakings, while others have to face a heavy loss of profits; that this state of affairs is likely to become seriously worse next winter.

It should be noted, in addition, that not only is the building trade, strictly speaking, suffering from lack of orders, but also that numerous branches of work are likewise affected which provide the materials for buildings and excavation works, or which are connected with the building trade in some other way. The effects of the loss of earnings in their case are, moreover, especially severe in proportion, because the number of employers and workers concerned is very large in comparison with other occupations.

The circumstances are, indeed, such that they call urgently for remedy. Naturally, the provision of opportunities for work is the most effective means of combating unemployment, and also best as regards the moral effect upon the persons needing assistance. The widespread hesitation in giving orders for work, in the first months after the war began, was comprehensible. Since then, however, the pressing need of earnings on the part of large groups of the population, both independent and dependent workers, has imposed itself emphatically. The earlier view of the position must consequently yield to another: authorities should provide work on an intelligent plan, instead of holding back orders. In this connection not only the building trade should be considered, but also other branches of economic activity which are suffering from the prevailing lack of work.

Indisputably it is the moral duty of public administrations (Confederation, cantons, communes, corporations) to combat unemployment by providing work. Financial considerations do, indeed, stand in the way of the fulfilment of this duty ; but these should not be decisive, and ought to yield to considerations of a higher order ; in case of need, the community must finally intervene with the means at its disposal. The provision of work should be undertaken by each authority, in its district, in accordance with a well-considered plan and at the right time. The manner of proceeding must be determined in accordance with the circumstances in the different districts, and will best be decided upon by the authorities concerned with the co-operation of the industrial organisations.

But even private persons can contribute effectively and usefully towards the improvement of the state of affairs by giving orders for work and supplying finished products in proportion to the means available. In any case, the carrying out of plans of this kind already in existence should not be postponed. The fact should be generally recognised that this manner of acting is doing a very important public service. The present position will, however, offer personal advantages to many persons giving orders.

We must not, however, omit to draw attention to the fact that the giving out of work will assist the contractors and workers effectively only if the prices paid are based on proper estimates.

The Loan Fund of the Swiss Confederation will be prepared gladly to give advances on security (*faustpfändliche Sicherheit*) to cantons, communes, and private persons who enter upon building schemes.

We recommend you urgently to take, jointly with the authorities subject to you, such measures as may be appropriate to combat unemployment in the manner contemplated in the present circular ; and we express the confident hope that the desired results will be attained in this way, and by making the danger which threatens clear to all.

In spite of the unfavourable financial position, the Confederation has, since the dislocation caused by the war began, endeavoured as far as possible to provide opportunities to work, in order to mitigate the economic crisis. The works of construction projected by the Confederation before the war began have been carried out, as well as others which proved necessary afterwards. Canalisation works, drainage works, dam works, afforestation schemes, forest roads, and ground improvements, have been subsidised and promoted as much as possible. In this manner the Confederation will continue to act in future, so long as the dislocation caused by the war lasts, in order to combat unemployment as far as possible.

**2. Bundesratsbeschluss betr. die Bewilligungen ausnahmsweiser Organisation der Arbeit in Fabriken.** Vom 16. November 1915. (Schweiz. Gesetz-sammlung 1915, Nr. 46, S. 390.)

Federal resolution respecting permission to organise work in an exceptional manner in factories. 16th November, 1915.

1. The exemptions which may be allowed to factories collectively in pursuance of the Factory Act by the Cantonal Governments or by the district or local authorities, as the case may be, are those dealing with the following matters :—

(a) the extension of the 11-hour working day on not more than 80 days annually by not more than two hours a day ;

- (b) the extension of hours of work annually on not more than 12 days preceding Sundays and holidays ;
- (c) work on not more than 30 nights annually ;
- (d) work on not more than 12 Sundays annually.

The days and nights on which earlier exemptions have been used since 1st January, 1915, shall be included in the maximum numbers of days and nights contemplated in this Section.

2. The Cantonal Governments shall, in addition, have power to issue to individual factories exceptional permits to work in a manner not in conformity with the provisions of the Factory Act, if this is necessary in the interests of national defence, or if the continuation of the undertaking can only be secured in this way, or if the exception is specially justified by extraordinary economic conditions.

3. Exemptions may be allowed in pursuance of §2 beyond the limits designated in §1, permitting the manufacturer—

- (a) to organise daily work in shifts and to work without interruption by day ;
- (b) to reduce the midday break to less than one hour ;
- (c) to extend the 11-hour working day on more than 80 days in the year by not more than two hours a day ;
- (d) to extend hours of work annually on more than 12 days preceding Sundays and holidays ;
- (e) to work on more than 30 nights annually ;
- (f) to work on more than 12 Sundays annually ;
- (g) to employ women over 18 and male persons over 16 at night.

4. It shall not be lawful to allow exemptions not contemplated in §§1 and 3.

5. In the cases contemplated in §1 the Cantonal Governments shall have power, when this course seems justified, to attach to the various exemptions the condition that the factory-owner shall pay the workers concerned an addition to their wages of 25 per cent :

- (a) for the time worked by any worker in excess of the 11-hour working day ;
- (b) for the time worked by any worker in excess of the nine-hour working day on days preceding Sundays and holidays ;
- (c) for night-work and Sunday work of a few hours' duration or for complete shifts.

The Cantonal Governments may transfer this power to the district or local authorities, in so far as these are competent to allow exemptions.

6. In the cases contemplated in §3 the exemptions shall be allowed subject to the condition that the factory-owner shall pay the workers concerned an addition to wages—

- (a) of 25 per cent. for the time worked by any worker in excess of the 11-hour working day ;
- (b) of 25 per cent. for the time worked by any worker in excess of the nine-hour working day on days preceding Sundays and holidays ;
- (c) of 50 per cent. for night-work and Sunday work of a few hours' duration or for complete shifts.

7. The Cantonal Governments shall notify the Swiss Factory Inspector of all exemptions allowed.

The said Inspector shall report to the Swiss Department of National Economy on any exemptions allowed in pursuance of §§2 and 3 which he considers to be too far-reaching. The Department shall have power to revoke exemptions which are excessive or to order their limitation.

8. The regulations of the competent Swiss authorities applying to the factories of the Confederation shall not be affected hereby.

9. Current exemptions which are contrary to this Resolution shall be brought into conformity with the same by 15th December, 1915, or, if this is not practicable, withdrawn altogether.

10. This resolution shall come into force on 22nd November, 1915.

**3. *Kreis Schreiben des Bundesrates an sämtliche Kantonsregierungen betreffend die Bewilligungen ausnahmsweiser Organisation der Arbeit in Fabriken.***

Vom 16. November, 1915.

Circular of the Federal Council to all Cantonal Governments respecting permission to organise work in an exceptional manner in factories. 16th November, 1915.

In a circular dated 11th August, 1914\*, we authorised you "to allow factories to introduce, during the continuance of the present conditions, a system of working which derogates from the provisions of the Factory Act, more especially as regards working hours, night and Sunday work and the employment of women and young persons." This power, we added, only applies "to cases where this is the only possible way of continuing the work."

As we have been able to ascertain from the reports of the factory inspectors, the Cantonal Governments have made fairly wide use of this power and have, in particular allowed exemptions from the Act when this was required by the present special economic conditions or in the interests of national defence, that is to say not only when, as we said, the undertaking could be continued only by this means.

The earlier circular (11th August, 1914) originated in the early times of the mobilisation. At that time the important thing was to remove difficulties which had arisen from the calling up of the whole of our forces. At present, these conditions do not exist to the same extent; nevertheless, even now serious difficulties are liable to arise temporarily from the calling up of particular divisions of the Army, if no suitable substitutes are found for the mobilised workers, consequently the time has not yet come to revoke the powers given.

Obvious considerations of national defence require, in addition, that the possibility of intensive work in particular factories, not being in accordance with the Factory Act, should not be excluded, if by this means alone it is possible to satisfy the requirements of the Army.

But, as we have already pointed out, the Cantonal Governments have also considered other cases, and allowed exemptions from the Factory Act when this seemed justified by actual economic conditions. In view of present needs, we do not wish, in the interests of industry and of the workers, to exclude this possibility either. It is, for instance, possible in practice that an order can only be procured at the present time if its prompt execution can be guaranteed, or that a factory is bound to work especially intensively in order to make it possible for another undertaking to be kept working and its workers employed. In normal times a different remedy would be found. At present, this may often be impossible.

Nevertheless, it is desirable to be cautious and restrained. We rely on the perspicuity and uprightness of the Cantonal Governments and their officials to see that permission to work in a manner contrary to the ordinary conditions of work shall only be given when this is absolutely necessary and unavoidable. It would be well also to examine the reasons for the applications closely and to inquire into the possibility of satisfying requirements by different means. In this connection care should be taken, in particular, not to allow overtime in cases where the necessary production might be secured by taking on further available workers.

\* Text E.B. X., p. 75, No. 4.

In order to make the position more clear, we have issued a formal Resolution, which we are transmitting to you for administration. In explanation of the resolution, the following observations may be made :

The Factory Act allows so much latitude as regards exemptions that its provisions could be almost entirely suppressed as far as the spirit of the Act is concerned. We have consequently thought it necessary to define the exceptional exemptions which can come under the Factory Act in practice, and, on the other hand, to indicate exactly the manner in which it is possible to override the provisions of the Act, if necessary.

As regards the restrictions which we attach to exemptions under the Act, we rely partly on the provisions of the new Factory Act. Thus, we allow under §3 (a) of the Federal Council's Resolution, the use of a method of work which is unknown to the present Factory Act (organisation of day work in shifts and uninterrupted day work). We prefer this system with moderate hours of work to allowing overtime to an excessive degree. This is why we have, in addition, reduced the amount of overtime to two hours a day. Henceforth the workers should not in any case be employed for more than 13 hours, even when the conditions are satisfied for allowing exemptions beyond the scope of the Act. In addition, we have decided not to allow permits for the employment of female persons under 18 years of age and male persons under 16 years of age at night, nor those for employing women and young persons on Sundays, nor finally, those for the employment of children under 14.

The considerable number of applications for permission to work overtime has caused certain Cantonal Governments on their own authority, to attach to the granting of exemptions the condition that an increase of 25 per cent. in the wages should be paid for such overtime. In practice this requirement is justified in the majority of cases, although it is well to observe that an increase is often given without compulsion. However, the Cantonal authorities are not authorised in any case to attach to exemptions on their own authority conditions which are not based upon the Factory Act. If this procedure were permissible uniformity in factory conditions would disappear, and each Canton would be in a position to set up special provisions applying within their territory. The opinion of one of the Cantonal Governments to the effect that the authorities which have power to grant or refuse to grant an exemption must be able to attach to the same whatever conditions they please, is obviously entirely erroneous. The considerations leading to the granting or rejecting of an application must be based upon the Act itself, and the Federal Council, as supreme Supervisory Authority, is bound to see that this is the case. Consequently we approve entirely the standpoint which our Department of National Economy has adopted in this matter.

An inquiry has, as we have already stated, shown that the Cantonal Governments have, under the pressure of circumstances, shown considerable latitude in the granting of exemptions, even of such as go beyond the provisions or the intentions of the Factory Act. Extraordinary measures may be justified by the fact that some exemptions no longer come within the legal limits and are only justified in the special circumstances of the present time, and on the other hand by the undisputed increase in the cost of living and the desire to check the rush of applications in some measure. We have consequently decided to issue for the guidance of the Cantons principles of an extraordinary and provisional character, for introducing increases of wages.

In carrying out these principles, we distinguish two groups :—

(1) Exemptions which go outside the provisions of the Factory Act. The granting of such exemptions rests exclusively with the Cantonal Governments and not with the district or local authorities. The classes of wage increases indicated in the resolution are compulsory for this group and corresponding conditions should be included in the permits. If these are not observed the permits should be withdrawn immediately.

The reason for the increase of 50 per cent. in the wages paid for night work and Sunday work is to be found in the fact that such work makes especially heavy claims upon the workers and is contrary to the intentions of the Act.

(2) Exemptions in pursuance of the Factory Act. Power to grant such exemptions rests partly with the Cantonal Governments and partly with the district and local authorities.

In the case of this second group, the Cantonal Governments are not bound to require increases of wages. But we desire to give them the possibility of doing so in cases where this seems expedient ; the increase is 25 per cent. in this case. In this connection we have in mind cases where profitable orders give rise to a considerable prolongation of the hours of work. It is not permissible to introduce these increases in the Canton by a general resolution, but each individual case should be decided on the basis of a careful examination of the special circumstances.

Directly the maximum numbers of ordinary work-days, Saturdays, nights and Sundays are exceeded, the requirements of §§2 and 3 come into force, and with them the compulsory increase in wages. The Cantonal authorities must exercise continual supervision in this matter; the days and nights in respect of which exemptions have been allowed and used since the beginning of 1915, as well as those granted by district and local authorities must be included in the maximum numbers.

It should be observed that work up to 11 hours, even when the factory rules provide for a shorter period of employment, requires no special permit within the meaning of our resolution.







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# Bibliographie des Bulletins des Internationalen Arbeitsamtes. Bibliographie du Bulletin de l'Office International du Travail. Bibliography of the Bulletin of the International Labour Office.

## 1915. No. 2.

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495. Giessmann, W. *Die Unternehmerverbände in der deutschen Seifenindustrie.* 123 p. Leipzig, Deichert, 1914. M. 3.—.
496. Weissbarth, A. *Das Dekaturgewerbe und seine Kartellierungsbestrebungen.* (Zur Frage der Monopolfähigkeit von Industrien.) Berlin, Siemenroth, 1914. M. 2.—.
497. *Der deutsche Buchbinderverband im Jahre 1913.* 135 p. Berlin, Selbstverlag, 1914.
498. Schmidt, W. *Die Kartellierung in der Brauindustrie.* (Diss.) 90 p. Münster, 1914.
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501. *National Farmer's Union. Fifth Annual Report.* London, Mark Lane Express, 1914.
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515. Kellor, F. A. *Unemployment: A Program for Relief.* 8 p. New York, Survey, 1914.



516. Petersen, J. Ch. The Solution of the Labor Problem; how the Workers may organize and take of the Market the Unemployed; how to get Control of the Jobs. 46 p. Butte, Montreal, 1912.
517. Jahresbericht vom Jahre 1913 über die Tätigkeit der Budapester industriellen und kommerziellen Vermittlungsanstalt. 8 p. Budapest, Selbstverlag, 1914.
518. Varlez, L. Les oeuvres de la ville de Gand contre le chômage. 40 p. Ledeberg, de Vreese, 1913. Fr. 1.50.
519. Deck, R. Aus dem Tagebuch des Verwalters der Schreibstube für Arbeitslose in Basel. II + 40 p. Basel, Buchdruckerei zum Hirzen, 1914.
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520. Becker, O. Die gesetzliche Regelung der Arbeitsvermittlung in den wichtigsten Ländern der Erde. Berlin, Heymann, 1913.
521. Ernst. Die caritative Stellenvermittlung. 12 p. Freiburg i. B., Caritas-Verband, 1914. M. —.30.
522. Zahnbrecher, F. X. Arbeitgebernachweise in Deutschland. XII + 356 p. Nürnberg, Schrag, 1914. M. 4.—.
523. Habermann, M. Die Neuformung des kaufmännischen Arbeitsnachweises. 45 p. Leipzig, Deutsch-Nationaler Handlungsgehilfenverband, 1914.
524. Magdeburg, O. Die Polizei im Stellenmittlungswesen unter Berücksichtigung der für Preussen erlassenen Vorschriften (Diss.). 66 p. Greifswald, 1914.
525. Verband Bayerischer Metallindustrieller. Bericht über die Tätigkeit der Arbeitsnachweisstellen Nürnberg, Augsburg und München im Jahre 1913. München, Selbstverlag.
526. Wunder, F. E. Die Versorgung der Mannheimer Industrie mit auswärtswohnenden Arbeitern. (Diss.) 130 + 12 Tabellen. Heidelberg, Rössler & Werbert, 1914.
527. Barck, H. Die Organisation und Zentralisation des badischen Arbeitsmarktes. 107 p. Tübingen, Laupp, 1914. M. 3.60.
528. Andrews, J. B. Report of the Committee appointed by the Trustees of the City Club of New York.... to inquire into the Need of Public Employment Exchanges in New York. 35 p. New York, 1914.
529. Leiserson, W. M. The Theory of Public Employment Offices and the Principles of their Practical Administration. New York, Ginn, 1914.
530. Commons, J. R. Labor and Administration. „School House in a State System of Employment Offices.“ 431 p. New York, Macmillan, 1913.
531. Trechsel, M. Die kirchliche Stellenvermittlung der protestantischen Schweiz. 29 p. Bern, Francke, 1914. Fr. —.80.

**9. Arbeitsordnung und Arbeiterausschlüsse. — Règlements du travail et délégués ouvriers. — Workmen's Committees.**

**10. Arbeitsstreitigkeiten. — Différends du travail. — Trade Disputes.**

Ämtliche Veröffentlichungen. — Publications officielles. — Official Publications:  
Nr. 2, 65, 67, 117, 131, 135, 142, 187, 208.

532. Kautsky, K. Der politische Massenstreik. 302 p. Berlin, Vorwärts, 1914. M. 3.—.
533. Sperling, E. Die neue deutsche Arbeiterbewegung. 100 p. Bonn, Deutsche Vereinigung, 1914.
534. Lorenz, R. Einfluss von Streik und Aussperrung auf die Lieferungsverträge der Grossindustrie. (Diss.) VIII + 44 p. Borna-Leipzig, Noske, 1914.
535. Wernicke, W. Das Streikpostenwesen (Diss.). 98 p. Greifswald, 1914.
536. Kracht, E. Das Streikpostenverbot. X + 89. Leipzig, Duncker & Humblot, 1914. M. 2.50.
537. Hunter, R. Violence and the Labor Movement. 15 + 388 p. New York, Macmillan, 1914. \$ 1.50.
538. Vandersmissen, L. La grève générale d'avril 1913. 44 p. Bruxelles, Etablissements généraux d'imprimerie, 1913. Fr. —.25.
539. Bonthoux, V. A. La grève jugée par le socialisme. Paris, Giard & Brière, 1914. Fr. —.20.
540. Radu, M. et Patruilus, D. La grève envisagée comme cas fortuit. Paris, Giard & Brière, 1914. Fr. 2.25.

541. Broda, R. Le rôle de la violence dans les conflits de la vie moderne. Paris, Giard & Brière, 1913.
542. Thiéry, M. La grève de Linette. 71 p. Tours, Mame, 1914.
543. Geldart, W. M. The present Law of Trade Disputes and Trade Unions. 48 p. London, Milford, 1914. 6 d.
544. Laidler, H. N. Boycotts and the Labour Struggle. London, Lane, 1914.
545. Williams, R. The Liverpool Docks Problem. 44 p. Liverpool, Northern Publishing Co., 1912.
546. Laden, P. La grève de 1911 dans les chemins de fer anglais. Paris, Giard & Brière, 1913. Fr. 5.—.
547. Cantono, A. Lo sciopero generale e i suoi effetti. 96 p. Torino, Buona Stampa, 1914. L. —20.
548. Olivetti, A. O. Cinque anni di sindacalismo e di lotta proletaria in Italia. 382 p. Napoli, Società Editrice Partenopea, 1914, L. 3.—.

# **11. Arbeitsunfälle und Unfallverhütung. — Accidents du travail et prévention des accidents. — Accidents (Industrial).**

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
Nr. 5, 6, 50, 65, 80, 113, 115, 144—146, 148, 149, 151, 152, 154, 156.

549. Preger, E. und Lehmann, W. Grundzüge der Unfallverhütungstechnik und der Gewerbehygiene in Maschinenfabriken. 94 p. + 113 Abbildungen. Leipzig, Jänecke, 1914. M. 1.20.
550. Bräter, R. Ueber den Einfluss der Mechanisierung industrieller Betriebe auf Unfallgefahr und hygienische Verhältnisse. VIII + 104 p. Borna-Leipzig, Noske, 1914.
551. Bemerkungen und Erläuterungen zum Ministerialerlass vom 10. Februar 1914 betreffend Sicherheitsvorrichtungen für Warmwasserkessel. 17 p. München, Oldenbourg. M. —.80.
552. Wittmayer, L. Oesterreichische Arbeiterschutzgesetzgebung vom Standpunkte der Unfallverhütung. 39 p. Wien, Fromme, 1914. M. 1.40.
553. Zacon, L. et Lefebvre, R. Manuel pratique de prévention des accidents du travail. 157 p. Paris, Boulevard Beaumarchais 18, Editions techniques, 1913. Frs. 4.—.
554. Carnelutti, F. Infortuni sul lavoro: studi. 372 p. Roma, Ateneo, 1914. L. 6.—.
555. Verzameling van bepalingen uit het »Veiligheidsbesluit 1918«, betrekking hebbende op de inrichting en bouw van fabrieken en werkplaatsen en de opstelling en inrichting van drijfwerken, werktuigen en electrische geleidingen en toestellen. 168 p. Zalt-Bommel, Wink. F. 1.75.
556. Weckbecker, H. O. Beitrag zur Statistik der Unfallverletzungen des Auges im bergmännischen Betriebe. (Diss.) 41 p. Giessen 1914.
557. Veunin, L. et Chesneau, G. Les poudres et explosifs et les mesures de sécurité dans les mines de houille. Livre I: Poudres et explosifs. Généralités. Préparations, emplois. Livre II: Mesures de sécurité dans les mines de houille. XVIII + 577 p. + 114 figures. Paris, Béranger, 1914.
558. Schlaepfer, K. Die chronischen Schädigungen und speziellen Unfallgefahren in der Arbeit unter Tag. (Diss.) 144 p. Zürich, Leemann, 1914. Frs. 2.70.
559. Ricchi, T. et Bernacchi, L. La protection des travailleurs des chemins de fer de l'Etat Italien contre les maladies et les accidents. 24 p. Roma, Tipografia editrice nazionale, 1914.
560. Rohrer, T. Ueber die professionelle Schwerhörigkeit des Eisenbahnpersonals. (Diss.) Zürich, 1913.

# **12. Arbeitsvertrag. Koalitionsrecht. Tarifvertrag. Betriebsorganisation. Lohnformen. — Contrat de travail. Droit de coalition. Contrat collectif. Organisation scientifique du travail. Mode de rémunération. — Contracts of Work. Right of Combination. Collective Contracts. Scientific Management. Methods of Remuneration.**

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
Nr. 7, 118, 209.

561. Schultz, M. Die rechtliche Stellung der Bauhandwerker. (Diss.) 68 p. Leipzig 1914.

562. Elberding, P. Die KonkurrenzklauseL. 47 p. Leipzig, Deutsch-Nationaler Handlungsgehilfenverband.
563. Baum, G. Das vertragliche Wettbewerbsverbot (KonkurrenzklauseL). Nebst Kommentar zum Gesetz vom 10. Juni 1914 XII + 231 p. Berlin, Guttentag, 1914. M. 3.—
564. Meffert, F. Die KonkurrenzklauseL der Handlungsgehilfen. (Diss.) 87 p. Greifswald, 1914.
565. Potthoff, H. Kommentar zur KonkurrenzklauseL der Handlungsgehilfen, Techniker, Werkmeister, anderen Angestellten und Arbeiter. 125 p. Stuttgart, Hess, 1914. M. 2.
566. Loewenfeld, Ph. Der Erfinderschutz der Privatangestellten nach dem geltenden Recht und nach dem Entwurf des Patentgesetzes. 69 p. München, Duncker & Humblot, 1914. M. 2.—
567. Stern, H. Die rechtliche Stellung der mittelbaren Reichsbeamten. (Diss.) 65 p. Greifswald 1914.
568. Schultz, L. Das Recht des gewerblichen Lehrvertrags. Berlin, Vahlen, 1914, M. 1.80.
569. Lenhoff, A. Das Recht des dauernd Angestellten. Eine Abhandlung über den Arbeitsvertrag mit Zeitbestimmung. VIII + 114. Graz, Moser, 1914. M. 3.—
570. Eissert, J. Die Dienstpragmatik samt den Vollzugsvorschriften und den kommentierenden parlamentarischen Materialien. Anhang: Text aller in der Dienstpragmatik bezogenen Gesetze. XIII + 366 p. Wien, Gerolds Sohn, 1914. M. 2.75.
571. Nawiasky, H. Die Dienstpragmatik. 51 p. Wien, Tempsky, 1914. M. 1.—
572. Beaucourt, A. Le contrat de travail. Droit civil et législations comparées. Paris, Giard & Brière, 1912. Frs. 4.—
573. Lamy, E. Baux, contrat de travail pendant la mobilisation. Situation des fonctionnaires et des employés de l'Etat mobilisés. Commentaire des décrets les plus récents sur le moratorium des loyers. 18 p. Paris, Giard & Brière, 1915. Frs. 1.25.
574. Müller, H. Dienstvertrag und Werkvertrag nach dem schweizerischen Obligationenrecht dargestellt für Baugewerbetreibende. 131 p. Zürich, Popp, 1913. Frs. 2.50.
575. Schuler, H. Normalarbeitsvertrag für kaufmännische Angestellte (ausgenommen für Reisende und Lehrlinge). 11 p. Zürich, Berichthaus, 1914.
576. Beschwerden der Arbeiter der eidgenössischen Regiewerkstätten betreffend Lohnregulativ vom Januar 1908, Entzug der Teuerungszulagen und anderes. 22 p. Bern, Unionsdruckerei, 1913.
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577. Schweitzer, O. Koalitionsrecht und Arbeitgeber. 16 p. Berlin, Industriebeamtenverlag, 1914. M. —.20.
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578. Deutscher Holzarbeiterverband. Tarifverträge des deutschen Holzarbeiterverbandes vom Jahre 1914. 165 p. Berlin, Selbstverlag, 1915.
579. Zentralverband christlicher Bauarbeiter Deutschlands. Tarifverträge nebst Tarifstatistik; 1. Band 1914. 531 p. Berlin, Wiedeberg, 1914.
580. Georgesco, E. La nature juridique du contrat collectif de travail. Paris, Giard & Brière, 1914. Frs. 2.50.
581. Rafal, F. Les conventions collectives relatives aux conditions du travail en droit français. Paris, Rivière, 1913.
582. Salmerón y García. El contrato colectivo del trabajo. 178 p. Madrid, Est. tip. de Fortanet, 1914. P. 2.—
583. Caracciolo, C. La funzione sociale del contratto collettivo di lavoro. VIII + 206 p. Roma, Artero, 1914.
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584. Dietrich, R. Betriebs-Wissenschaft. XIV + 801 p. Leipzig, Duncker & Humblot, 1914. M. 20.—
585. Lauffer, A. Die modernen Betriebsorganisationen in mittleren Maschinenfabriken und ihre Einführung. VIII + 191 p. Leipzig, Jänecke, 1914. M. 4.50.
586. Grull, W. Die Organisation von Fabrikbetrieben. 233 p. + 118 Abbildungen. Leipzig, Gloeckner, 1914. M. 1.50.

587. Seubert, R. Aus der Praxis des Taylor-Systems mit eingehender Beschreibung seiner Anwendung bei der Taylor Manufacturing Company in Philadelphia. VII + 156 p. + 45 Abbildungen. Berlin, Springer, 1914. M. 7. —.
588. Bender, K. Ein Beitrag zur Frage grösster wirtschaftlicher Ausnutzung vorhandener Werkstatteinrichtungen nach amerikanischem Muster. (Diss.) 74 p. Leipzig, Politzky, 1914. M. 1. —.
589. Thompson, C. I. B. Scientific Management; a Collection of the more significant Articles describing the Taylor System of Management. 878 p. Cambridge, Harvard University, 1914. \$ 4.
590. Batey, J. The Science of Works Management. 223 p. New York, Van Nostrand, 1914. \$ 1.25.
591. Henry, R. Le socialisme et l'art de commander dans l'industrie. Liège, Vaillant-Carmanne, 1914. Frs. 3.50.
592. Vielleville, A. Le système Taylor. 162 p. Paris, Giard & Brière, 1914. Frs. 2.25.
593. Benoist, Ch. L'organisation du travail. T. 2: l'espèce, l'ouvrier, la classe ouvrière. VI + 385 p. Paris, Plon-Nourrit, 1914. Frs. 10. —.
594. Amar, J. Le moteur humain et les bases scientifiques du travail professionnel. 622 p. + 303 figures. Paris, Dunot & Puat. Frs. 12.50.
595. Meyer, G. Das Recht der Beschlagnahme von Lohn- und Gehaltsforderungen. 201 p. Berlin, Guttentag, 1914. M. 2.70.
596. Nemours-Auguste, L. De la distinction du mandat salarié et du louage de service. Paris, Giard & Brière, 1914. Frs. 2.25.
597. Delasvault, P. L. La réforme de la loi du 12 janvier 1895 sur la saisie-arrêt des salaires et petits traitements. Paris, Giard & Brière, 1914. Frs. 2.25.
598. Ibáñez de Ibero. La participation aux bénéfices. Ses applications en France. Paris, Sirey, 1914. Fr. 6. —.
599. Mannheim, C. De l'accession de travailleurs à la propriété des entreprises par l'action „Rachetable“. 24 p. Paris, Revue politique et parlementaire, 1914.
600. Orage, A. R. National Guilds. An Inquiry into the Wage System and the Way out. 378 p. London, Bell, 1914. 5 s.

### 13. Arbeitsverwaltung. — Administration du travail. — Labour Departments, Administration of Labour Laws.

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
 Nr. 1, 17, 19, 22, 23, 25, 27, 51—53, 54, 57—60, 62, 64—69, 76, 79—88, 90—92, 95—101, 104, 106, 108—112, 119, 121, 128, 150, 160, 163—167, 169—173, 182—184, 187, 188, 205, 219, 222—224.

### 14. Arbeitszeit. Pausen. Sonntagsruhe. — Durée du travail. Repos. Repos hebdomadaire. — Hours of Work. Sunday Work etc.

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
 Nr. 130, 137, 138, 147, 210.

601. Raabe, E. Die durchgehende Arbeitszeit. 16 p. Gautzsch b. Leipzig, Dietrich, 1914. M. —.25.
602. Dimanstein, J. Die Arbeitszeit der gewerblichen Arbeiter in Deutschland und ihre gesetzliche Regelung. (Diss.) 57 p. Göttingen, Vandenhoeck & Ruprecht, 1914. M. 1.20.
603. Achtuhr-Ladenschluss (§ 139 f. der R. G. O.) Bearbeitet von der Abteilung kommunaler Sozialpolitik auf Grund behördlicher Auskünfte nach dem Stande vom 15. Juli 1914. 45 p. Leipzig, Buchhandlung des Verbandes deutscher Handlungsgehilfen, 1914. M. —.50.
604. Werktags-Ausnahmetage (§§ 139 d. u. e. der R. V. O.) Bearbeitet von der Abteilung kommunale Sozialpolitik auf Grund behördlicher Auskünfte nach dem Stande vom 15. Juli 1914. 37 p. Leipzig, Buchhandlung des Verbandes deutscher Handlungsgehilfen, 1914. M. —.30.
605. Gesellschaft für Soziale Reform. Der Samstags-Frühschluss in Industrie und Handel des Deutschen Reichs; von Dr. L. Heyde, 201 p. Jena, Fischer, 1914. M. 1.30.

606. Friedensburg, F. Die für den preussischen Bergbau geltenden Bestimmungen über die Sonntagsruhe und über die Beschäftigung von Arbeiterinnen und jugendlichen Arbeitern. VI + 73 p. Kattowitz, Böhm, 1914. M. 1.25.
607. Graulich, L. Durée du travail dans les mines. 31 p. Liège, Poncelet, 1913. Frs. 1.50.
608. Gibon, F. Le dimanche de l'ouvrier. XVI + 44 p. Paris, rue Dutot 70 bis, Auteur, 1914.
609. Berthomieu, Ch. Du repos hebdomadaire. L'application des prescriptions légales sur le repos hebdomadaire dans les établissements commerciaux. Paris, Giard & Brière, 1914. Fr. 3.—.

**15. Binnen-, Aus- und Einwanderung. Koloniarbeit. — Migrations, émigration et immigration. Colonisation. — Migration, Emigration and Immigration. Native Labour.**

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
Nr. 45—47, 54, 89, 96, 102, 103, 160, 162, 189, 190, 193.

610. Die Aufgaben des preussischen Landtags gegenüber den Erfordernissen der inneren Kolonisation. 73 p. Berlin, Deutsche Landbuchhandlung, 1914. M. 1.—.
611. Watzlawik, E. Die Begründung neuer Ansiedlungen nach geltendem preussischem Verwaltungsrecht. (Diss.) 76 p. Greifswald, 1914.
612. Oertzen, K. B. von. Wie erhalten wir unsern Bauernstand? Und wie befreien wir uns von den Wanderarbeitern? Bisherige Ergebnisse der Studienkommission für Erhaltung des Bauernstandes für Kleinsiedelung und Landarbeit. 40 p. Jena, Fischer, 1914. M. 1.20.
613. Protokoll der 72. Sitzung der Zentral-Moor-Kommission vom 15.—17. Dezember 1913. Nebst Anhang: Beckert, D. Zur Geschichte der Moorbarmachung und Besiedelung in Ostfriesland. IV + 350 p. Berlin, Parey, 1914. M. 18.—.
614. Challier, F. La nouvelle loi sur la circulation des nomades. (Loi du 16 juillet 1912.) Paris, Giard & Brière, 1913. Fr. 3.—.
615. Eliaschewitsch, A. Die Bewegung zugunsten der kleinen landwirtschaftlichen Güter in England. Ein Beitrag zur Geschichte des Untergangs der kleinen englischen Landwirte und der Bewegungen für die innere Kolonisation. IV + 366 p. München, Duncker & Humblot, 1914. M. 9.—.
616. Blanke, E. Beschränkung und Schutz der Auswanderung. (Diss.) 80 p. Greifswald, 1914.
617. Varga, E. Warum wir auswandern müssen! 15 p. Budapest, Volksstimme, 1914. Kr. —.06.
618. Casais y Santaló, José. Emigración española y particularmente gallega a Ultramar. Estudios. Asistencia. Protección. Fundamento. Medios de asistencia de que disponen los emigrantes en América. Trazos de un programa de tutela eficaz. 41 p. Madrid, S. I., 1915. P. 3.—.
619. Fernández de Castro, R. La Emigración española. Recopilación jurídico-social. 50 p. Barcelona, Imp. de la Casa provincial de la Caridad, 1915. P. 2.—.
620. Plagnard, E. L'émigration dans la commune de Prades d'Aubrac. 106 p. Carrère. Frs. 2.—.
621. Johnson, St. C. A History of Emigration from the United Kingdom to North America 1763—1912. 387 p. New York, Dutton, 1914. \$ 2.—.
622. Carlucci, F. Corso magistrale di conferenze sulla emigrazione transoceanica. 110 p. Bari, Società Tip.-Editr. Barese, 1914. L. 1.50.
623. Ratto, M. L'emigrazione italiana e la Libia. 29 p. Roma, Unione editrice, 1914.
624. Murri, R. L'emigrazione italiana e il dovere nazionale. 53 p. Roma, Unione editrice, 1914.
625. Pavesio, G. Disoccupazione ed emigrazione. 197 p. Torino, Viretto, 1913.
626. Attolico, B. L'emigrazione e i maestri. 40 p. Bari, Società Tip.-Editr. Barese, 1914. L. —.50.
627. Mitkowicz, A. Ausländische Wanderarbeiter in der deutschen Landwirtschaft. (Diss.) VIII + 9 + 171 p. Posen, Praca, 1914.
628. Jenks, J. W. and Lauck, W. J. The Immigration Problem; a Study of American Immigration Conditions and Needs. (3d Edition.) 23 + 551 p. New York. Funk, 1913. \$ 1.75.

629. Roberts, P. *The New Immigration; a Study of the Industrial and Social Life of South Eastern Europeans in America*. New York, Macmillan.
630. Ross, E. A. *The Old World in the New; The Significance of past and present Immigrant to the American People*. 340 p. London, Unwin. 10 s.
631. Joseph, S. *Jewish Immigration to the United States from 1881 to 1910*. 209 p. New York, Longmans, Green, 1914. \$ 1.50.
632. Guevara, J. C. de. *L'immigration italienne dans la République Argentine. Ses origines et son développement. Ses caractères, ses conditions et ses conséquences économiques*. X + 230 p. Fribourg, Galley, 1914.
633. Grossi, V. *Storia della colonizzazione europea al Brasile e della emigrazione italiana nello stato di S. Paulo*. 558 p. Roma, Bertero, 1914. L. 10.—.
634. Périer, W. *La question de la main-d'œuvre jaune au Congo belge. Jaunes ou noirs?* 8 p. Bruxelles, *«L'expansion belge»*, 1914.
635. Spada, F. *La colonizzazione della Libia*. 110 p. Bologna, Zanichelli, 1914. L. 1.50.
636. Klumberg, W. *Die Kolonisation Russlands in Sibirien*. II + 124 p. Zürich Leemann, 1914.

### 16. Frauenarbeit. — Travail des femmes. — Women's Work.

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
Nr. 41, 78, 84.

637. Bäumer, G. *Die Frau in Volkswirtschaft und Staatsleben der Gegenwart*. VIII + 368 p. Stuttgart, Deutsche Verlagsanstalt, 1914. M. 5.—.
638. Schreiner, O. *Die Frau und die Arbeit (Woman and Labor)*, übersetzt von Leopoldine Kulka. 180 p. Jena, Diederichs, 1914. M. 3.—.
639. *Der gegenwärtige Stand der handwerksmässigen Ausbildung der deutschen Frau*. 7 p. Berlin, Linkstrasse 11, 1914. M. —.25.
640. Eitel, M. *Das bayerische Hebammengewerbe, seine Entwicklung und gegenwärtige Lage*. VIII + 158 p. Berlin, Staude, 1914.
641. Schmidt, A. *Zur Lage der Tabakarbeiterinnen*. 24 p. Berlin, Verband katholischer Vereine erwerbstätiger Frauen und Mädchen Deutschlands, 1914. M. —.25.
642. *Le travail de la femme et de l'enfant*. 34 p. Bruxelles, 35 rue des Sables, Presse socialiste, 1914. Fr. —.25.
643. Rutten, G. C. *Le travail dans les couvents. (Réponse au livre de M. Bossart sur l'industrie et le commerce des congrégations en Belgique.)* 304 p. Bruxelles, Goemaere, 1914. Frs. 3.50.
644. Papworth, L. W. and Zimmern, D. M. *Women in Industry; a Bibliography*. 107 p. London, Women's Industrial Council, 1915. 1 s.
645. *Föreningen för Arbetarskydd och Socialförsäkring i Finland. Sociala missförhållanden inom särskilda kvinnoyrken. (Jenny Markelin-Svensson.) Publikationer Band IV Häft 1a*. 18 p. Helsingfors, Helsingin Uusi Kirjapaino-Osakeyhtiö, 1915.
646. Pissargevsky, L. de. *La statistique et les conditions professionnelles des ouvrières de l'aiguille en Finlande*. 8 p. Paris, Berger, 1914.
647. Kaufmann, H. *Die Frauenarbeit in der schweizerischen Industrie*. 119 p. Zürich, Rascher, 1915. Frs. 4.—.
648. Buomberger, F. *Die Arbeitsverhältnisse zürcherischer Ladentöchter und Arbeiterinnen*. 48 p. Zürich, A. Müller, 1914. Fr. 1.—.

### 17. Genossenschaftswesen. — Sociétés coopératives. — Co-operation.

Amtliche Veröffentlichungen — Publications officielles — Official Publications:  
Nr. 211, 263.

649. Domack, H. *Der Genossenschaftssozialismus*. 128 p. Leipzig, Möhring.
650. Schloesser, R. *Die konsumgenossenschaftliche Gütervermittlung, ihre Technik und wirtschaftliche Bedeutung. Mit vergleichenden Betrachtungen über den erwerbsmässigen Warenvertrieb*. 217 p. Mannheim, Bensheimer, 1914. M. 4.80.
651. Wygodzinski *Das ländliche Genossenschaftswesen im heutigen Wirtschaftsleben*. 15 p. Neuwied, Landwirtschaftliche Zentralkasse für Deutschland, 1914. M. —.15.

652. Kretzschmar, H. Das ländliche Genossenschaftswesen im Königreich Sachsen. XVIII + 501 p. Stuttgart, Kohlhammer, 1916. M. 8.—.
653. Kruspe, H. Arbeiterbauverein Meissen 1900—1913. Der Entwicklungsgang einer Baugenossenschaft in Wort, Bild und Zahl dargestellt. 16 p. Meissen, Thieme, 1913.
654. Milhaud, E. Cooperazione e socialismo: che cosa è avvenuto in Germania. 86 p. Milano, Lega nazionale delle cooperative, 1914. L. — 75.
655. Rivas, M. La cooperación agrícola en los Balkanes. 62 p. Madrid, Garcia, 1914.
656. Jannet. Associations et coopération. Paris, Giard & Brière. Frs. 1.50.
657. Seilhac, L. de. Une expérience socialiste. La verrerie ouvrière d'Albi. 139 p. Paris, Rousseau, 1913. Frs. 2.—.
658. The Annual of the British Co-operative Wholesale Societies Limited 1914. Manchester 1914.
659. Casalini, M. Cooperazione e mutualità agraria. 67 p. Como, Bari, 1914.
660. Elenco delle società cooperative e mutue agrarie esistenti in Italia al 31 dicembre 1913. XV + 200 p. Porto S. Stefano, Ballini, 1914.
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709. Suffern, A. E. Conciliation and Arbitration in the Coal Industry of America. 21 + 376 p. Boston, Houghton Mifflin. \$ 2.—.
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713. Schmidt, P. Bibliographie der Arbeiterfrage für das Jahr 1913. 78 p. Berlin, Simon, 1914. M. 2.—.
714. Kaskel, W. Die rechtliche Natur des Arbeiterschutzes. 80 p. München, Duncker & Humblot, 1914. M. 1.—.
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719. Heinrichs, A. Die Entwicklung des Begriffs der Gewerbefreiheit. (Diss.) 68 p. Greifswald, 1914.
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721. Schmidt, R. Der Arbeiterschutz in Deutschland. 62 p. + 21 Abbildungen. Berlin, Sozialistische Monatshefte, 1915. M. 1.20.
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723. Herberger, K. V. Die Stellung der preussischen Konservativen zur sozialen Frage 1848—62. VII + 77 p. Leipzig, Fock, 1914. M. 2.—.
724. Witzhausen und Kamp. Die gemeinnützige Milchversorgung in Deutschland. (Schriften des Vereins für Sozialpolitik. 140. Band.) XII + 164 p. Leipzig, Duncker & Humblot, 1914. M. 4.60.
725. Klose, W. Die Fleischversorgung der Stadt München. (Schriften des Vereins für Sozialpolitik. 139. Band.) VII + 112 p. Leipzig, Duncker & Humblot, 1914. M. 3.40.
726. Martin, J. L'activité sociale des étudiants catholiques allemands. 82 p. M.-Gladbach, Volksverein, 1914. M. 1.—.
727. Potthoff, H. Krieg und Sozialpolitik. 37 p. Jena, Diederichs, 1915. M. —.80.
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731. Hirsch, P. Kommunale Kriegsfürsorge. 72 p. Berlin, Vorwärts, 1915. M. 1.—.
732. Bliss, W. The New Encyclopedia of Social Reform. New York, Finck & Wagnalls Co.
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734. Kidd, B. Social Evolution. 9 + 404 p. New York, Macmillan, 1915. \$ 1.50.
735. Foss, W. and West, J. The Social Worker and Modern Charity. II + 220 p. New York, Macmillan, 1914. \$ 1.—.
736. Herkner, H. Was haben Belgien und Frankreich in der Arbeiterfürsorge geleistet? 48 p. Berlin, Kameradschaft, 1915. M. —.30.
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739. Lambert, A. Le mouvement social en France (août 1913 — juillet 1914.) Paris, Giard & Brière.
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A. Allgemein. — En général. — General.

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747. Soergel, H. Th. Jahrbuch des Reichsversicherungsrechts. (In Verbindung mit Mentzel und Schulz herausgegeben.) Jahrgang 1914. VIII + 417 p. Berlin, Kohlhammer, 1915. M. 4.—.
748. Köhler, L. von und andere. Reichsversicherungsordnung nebst Einführungsgesetz mit Erläuterungen. Ergänzungsband. I. Teil: Vorschriften für das Reich. 1. Lieferung. Ausführungsbestimmungen zur Unfallversicherung. XII + 165 p. Stuttgart, Kohlhammer, 1914. M. 2.—.
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751. Hanow, H. und andere. Kommentar zur Reichsversicherungsordnung. 5. und 6. Buch: Beziehungen der Versicherungsträger zueinander und zu anderen Verpflichteten. Verfahren. 3. vermehrte Auflage. XVI + 580 p. Berlin, Heymann, 1914. M. 12.—.
752. Schmittmann, B. Wegweiser durch die deutsche Reichsversicherung einschließlich der Angestelltenversicherung in gemeinverständlicher Darstellung. IX + 118 p. Düsseldorf, Schwann, 1914. M. 1.—.
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755. Wollenburg, E. Fürsorgegesetzgebung für das Heer, die Marine und die Schutztruppen. VI + 162 p. Berlin, Heymann, 1915. M. 3.—.
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758. Die Praxis der kommunalen und sozialen Verwaltung. II. Kursus: Die neuen Aufgaben der Sozialversicherung in der Praxis. 337 p. Tübingen, 1913.
759. Reckzeh, P. Einführung in die soziale Medizin unter besonderer Berücksichtigung der Versicherungsmedizin. VI + 298 p. Berlin, Karger, 1915. M. 10.20.
760. Dietrich, W. Der versicherungspflichtige Dienstbote im Rahmen der R. V. O. § 165. (Diss.). 62 p. Greifswald, 1914.
761. Buhl, G. F. Ausbau und Entwicklung der deutschen Volksversicherung. (Diss.) 62 p. Münster, 1914.
762. Brunn, P. Wie hoch sind die Beiträge für die Kranken-, Invaliden- und Angestelltenversicherung in Berlin? 16 p. Berlin, Heymann, 1914. M. —.30.
763. Moritz, W. Das Spruchverfahren der Versicherungsbehörden in der Sozialversicherung des Reiches. (Diss.) 152 p. Greifswald, 1914.

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765. Hennig, E. Die im Königreich Sachsen geltenden Ausführungsvorschriften zur Reichsversicherungsordnung vom 19. Juli 1911. 579 p. Leipzig, Rossberg, 1914. M. 6.80.
766. Cosentini-Frank, L. Le conseguenze dannose delle assicurazioni sociali in Germania e altrove: cause e remedi. 13 p. Modena, Soc. tip. Modenese, 1914.
767. Agnel, E. Manuel général des assurances. Paris, Marchal & Grodte, 1913.
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769. De Paolini, Art. Das Lebensversicherungsmonopol in Italien. 118 p. Göttingen, Vandenhoeck & Ruprecht, 1914. M. 2.40.

B. Krankenversicherung. — Assurance-maladie. — Sick Insurance.

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771. Wagner, G. Die Krankenversicherung der Reichsversicherungsordnung. (Zusammenstellung der wichtigsten Bestimmungen zum praktischen Gebrauch.) 23 p. Berlin, Puttkammer & Mühlbrecht. M. —.20.
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773. Hausgewerbliche Krankenversicherung. Nachtrag zur Mustersatzung für Land- und allgemeine Ortskrankenkassen mit den Bekanntmachungen des Reichskanzlers vom 5. und 20. Dezember 1913. 16 p. Oldenburg i/Gr., Littmann, 1914. M. —.25.
774. Verzeichnis der deutschen Krankenkassen (Orts-, Land-, Betriebs-, Innungs- und Ersatzkassen) nach Einführung der Reichsversicherungsordnung mit einem alphabetischen Verzeichnis der Orts- und Landkrankenkassen. V + 251 p. Oldenburg, Littmann, 1914. M. 4.50.
775. I.: Abkommen zwischen den Organisationen der Aerzte und der Krankenkassen betreffend das Verhältnis zwischen Aerzten und Krankenkassen vom 23. Dezember 1913. II.: Erlass betreffend Ausführung des Berliner Abkommens vom 17. Februar 1914 nebst Anlagen. (Beilagen zu Nr. 6 des Ministerialblattes der Handels- und Gewerbeverwaltung 1914.) 28 p. Berlin, Heymann, 1914.
776. Schlottmann. Die Neuregelung der Beziehungen zwischen Krankenkassen und Aerzten durch das Einigungsabkommen vom 23. Dezember 1913. 80 p. Berlin, Springer, 1914. M. 1.60.
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779. Hoffmann. Die Beaufsichtigung der Krankenkassen. 40 p. Berlin, Springer, M. —.80.
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781. Nast, A. et Michel, J. Recueil de lois, décrets, arrêtés et circulaires concernant les sociétés de secours mutuels. Paris, Rivière, 1913.
782. Guyot, Y. Les diverses formes de la mutualité. Paris, Alcan, 1913.
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785. Assanis, G. La mutualité pratique. Guide à l'usage des administrateurs de sociétés de secours mutuels dans leurs rapports avec l'administration supérieure. XVI + 487 p. Paris, Berger-Levrault, 1914. Frs. 7.50.
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787. Schlichtkrull, Aage. Lov om Hjaelpekasser. Tekstudgave med Bemaerkninger. København, Gad, 1914.
788. Niederer, E. Das Krankenkassenwesen der Schweiz und das Bundesgesetz vom 13. Juni 1911. II + 303 p. Bern, Fischer-Lehmann, 1914.
789. Kraft, A. Obligatorische Krankenversicherung. 127 p. Zürich, Grütliverein, 1914. Fr. 2.—.
790. Herrenschwand, E. Zum Ausbau der Krankenversicherung im Kanton Bern. 10 p. Bern, Büchler, 1914.
791. Manatschal, F. Das Schicksal der Krankenversicherung im Grossen Rat des Kantons Graubünden. 16 p. Chur, Manatschal, Ebner & Cie., 1914.

C. Unfallversicherung. — Assurance-accidents. — Accident Insurance.

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792. Haag. Rentenfigur. Skala der Einbusse an Erwerbsfähigkeit bei Unfallschäden. (X. Auflage.) VIII p. München, Gmelin, 1914. M. 1.60.
793. Kraus, S. Ueber das Berufsschicksal Unfallverletzter. Mit einem Zusatz über die Lage der Kriegsinvaliden. VII + 106 p. + 1 Tabelle. Stuttgart, Cotta, 1915. M. 3.50.
794. American Association for Labor Legislation. Workmen's Compensation. (American Labor Legislation Review. Vol. V No. 1 1915.) 161 p. New York City, 1915. \$ 1.—.
795. Brod, J. Die Rentenbemessung bei Betriebsunfällen in Oesterreich. Wegweiser für unfallverletzte Arbeiter. 42 p. Wien, Brand, 1914. M. —.50.
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# Bulletin

OF THE

## INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

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### 1. International Labour Legislation

[International Convention respecting the prohibition of the night-work of women in industrial occupations. See 2.00, Norway.

International Convention respecting the prohibition of the use of white (yellow) phosphorus in the manufacture of matches. See 2.12, Australia: New South Wales.]

### 2. National Labour Legislation

#### 2.0. Labour Legislation of General Application

##### 2.00. FACTORIES AND WORKSHOPS.

**AUSTRALIA:** *New South Wales.* The Factories and Shops Act of 1896, the Minimum Wage Act of 1908, and the Factories and Shops (Amendment) Act of 1909, were consolidated by the Act of 26th November, 1912 (Text E.B. X., p. 264, No. 14), which bears the short title "Factories and Shops Act, 1912." The consolidating Act contains no essential amendments. Regulations under the Act were issued on 29th April, 1913. (Extract E.B. X., p. 285, No. 20.)

**NORWAY.** Act respecting the protection of workers in industrial undertakings, dated 18th September, 1915. (Text E.B. X., p. 323.)

On 7th April, 1914, the Norwegian Government submitted to Parliament a Bill respecting the protection of workers in industrial undertakings (Ot. prp No. 35, 1914), intended to replace the existing Act of 10th September, 1909 (Text E.B. IV., p. 340), respecting the inspection of work in factories, etc., as well as the amending Acts of 25th July, 1910 (Text E.B. VI., p. 179), and 29th July, 1911 (Text E.B. VIII., p. 310).

The Government\* were divided amongst themselves on important questions, such as the fixing of ordinary hours of work and various details as regards working hours (Chapter III. of the Bill). The Majority proposed that the

period of employment should, as a rule, not exceed 10 hours a day and 54 hours a week, while the President of the Social Department, Councillor Castberg advocated 9 and 51 hours respectively.

The Majority of the Social Committee held the view that it would suffice to embody in the Factory Inspection Act of 1909 the Government's proposals respecting the limitation of working hours and the other provisions contained in Chapter III. of the Bill, dealing with children, young persons and women and to allow that Act to continue in other respects without amendment. At the instigation of the Committee, the Social Department drafted a Bill giving effect to this plan (printed in Doc. No. 49, 1915).

The Majority of the Social Committee consequently restricted themselves, in their report, to the clauses of the Bill dealing with hours of work (Indst. O. XXXIII., 1915), and omitted to deal at all with the special provisions affecting women and those relating to the employment of children and young persons. The Minority of the Committee, on the other hand, presented an independent Report on the whole Bill.

The Storting, by 67 to 20 votes, chose the Majority proposals as a basis for discussion. The Odelsting rejected, by 66 votes to 19, a motion not to proceed with the Bill at all. During the proceedings in the Storting the fact was emphasised in various quarters that it would be necessary to subject the Act to further revision in the near future.

Thus the Act of 18th September, 1915 (Text E.B. X., p. 323), respecting the protection of workers in industrial undertakings, which resulted, coincides in essential respects with the Factory Inspection Act of 10th September, 1909 (Text E.B. IV., p. 340), except as regards Chapter III. In particular, the scope of the Act, which was considerably extended in the original Bill, was reduced again to that fixed by the Act of 1909. The system of inspection, too, which the Bill had proposed to reorganise and strengthen was retained in its existing form, except as regards the appointment of a Chief Inspector.

The principal provision of the Act as regards the limitation of the daily and weekly period of employment is contained in §23 (1), which fixes a 10-hour day and a 54-hour week, as proposed by the majority of the members of the Government. The Odelsting adopted this clause by 74 votes to 16. For workers below ground in mines and also for those employed in smelting works and in book and newspaper printing works a maximum week of 48 hours is fixed. In the case of workers in mines and smelting works who have a regular holiday on Saturdays, the daily period of employment may be extended to 10 hours, subject to the weekly limit of 48 hours. Undertakings in which a longer period of employment was usual on the coming into force of the Act, may be allowed, by Order, to reduce their hours gradually, in such a way that the ordinary working day is reached not later than the end of 1920. In works which are dependent to an essential degree upon the seasons, the climate or other natural circumstances, the ordinary hours of work may, with the permission of the Government, be so arranged as to be longer in the summer than in the winter. The ordinary period of employment must fall between 6 a.m. (in the Bill, 7 a.m.) and 9 p.m. In places where the true time is at least one hour before normal time, the beginning of the ordinary period of employment may be advanced up to one hour.

In undertakings or parts of undertakings in which work is carried on in two day shifts of not more than eight hours, the ordinary hours of work may be taken between 6 a.m. and midnight. The weekly hours of work of each worker must be so distributed that he has a holiday every week of at least 24 consecutive hours.

Night work is, under §24, defined to be work performed between 9 p.m. and 6 a.m. But in undertakings where, two day shifts of eight hours being adopted, the ordinary period of employment is taken between 6 a.m. and midnight, work between 9 p.m. and midnight only counts as night work in the case of young persons under 16. A permit is required for night work, which can only be allowed in the cases designated in the Act [§24 (2) (a), (b) and (c)], namely, if night work is necessary for special economic reasons and is customary; in the case of periodical or unforeseen pressure of work, or, where necessary in order to avoid damage to raw materials and products; and in the case of interruptions in work; and also, subject to certain restrictions, in hand washing operations in mines. No permit is necessary for continuous industries in so far as only workers over 18 years of age are employed, and also in a few other cases [§24 (1) (a), to (c)], namely, overtime in pursuance of §27; watching stoking and heating operations; the handling of milk in milk condensing works by workers over 16 years of age.

The Act contains no prohibition of the night-work of women in industrial concerns. This question had already been raised in the debates on the Act of 1909 (*cf.* G.B. VIII., p. LXXVIII., IX., p. 380). The proposal of the Social Committee that the employment of women between 10 p.m. and 6 a.m. should be prohibited, was at that time rejected by the Odelsting by 47 votes to 45, it was adopted by the Lagthing by a majority of one vote, but rejected finally by the Odelsting on the second occasion by 45 to 43 votes. In the Bill of 1914 a fresh attempt was made to introduce the prohibition of night-work for women, by a clause making the employment of women on overtime between 9 p.m. and 7 a.m. unlawful, and allowing exceptions only in the case of women over 18 years of age employed in dairies and also in jam factories, in so far as night-work might be necessary in order to prevent the spoiling of raw materials. The argument in favour of the Bill (*Ot. prp.* No. 35, 1914, p. 117) referred in detail to the injury caused by night-work to the female sex, described the history of the prohibition of night-work in other countries and reproduced, in addition to the memorials already presented on the occasion of the earlier Bill, a series of fresh statements in favour of the prohibition [publication of "Arbeidernes Faglige Landsorganisation," dated 6th August, 1913; publication of the Bergen section of the "Norsk Forening for Socialt Arbeide," dated 13th January, 1914; Resolution of a meeting of the Bergen Women's Rights Association, adopted on 25th January, 1914, which protests against the intrigues of certain women's rights organisations, and demands adherence, as soon as possible, to the international convention of 26th September, 1906 (*Text E.B. I.*, p. 273), respecting the prohibition of night-work for women; a further publication of the "Norsk Forening for Socialt Arbeide," dated 20th February, 1914, respecting a resolution adopted at a debate held on the 12th of the same month, together with a report of the Director of Medicine in the same sense]. According to official statistics for the year 1913, 256 women (2 per cent. of all shift workers) were employed regularly on night-shifts that year, 118 (4.2 per cent.) in mining, 13 (5.7 per cent.) in the iron and metal trades, 8 (0.5 per cent.) in the chemical industry, 81 (1.4 per cent.) in the paper trade, 34 (9.1 per cent.) in the food industry, and 2 (14.3 per cent.) in the polygraphic industry. The Department came to the conclusion that, with certain exceptions (*e.g.*, the women in Christiania printing works), the women employed in industry themselves wished night-work to be abolished. "Society has the right and the duty to impose upon its members such obligations and restraints as regards the 'freedom of contract,' as may be considered advisable in the interests of society as such" (p. 128). Notwithstanding, the new

requirement met with opposition in Parliament. A motion introduced in the Odelsting, not to deal at all with the question of introducing the prohibition of night-work for women, was adopted by 54 votes to 30.

In accordance with §27, overtime may not exceed, as a rule, 10 hours a week and 30 hours in four consecutive weeks. An agreed increase in wages must be paid for overtime. This rule does not apply in the case of workers who receive fixed monthly or annual salaries, nor as regards piece-workers in the absence of any agreement to the contrary (the Bill proposed to require the increase in wages to consist in a legally fixed percentage of the wages; increased rates for piece-work were also provided for in the Bill).

In §30 the Act prohibits the employment of workers on Sundays. As under the former Factory Inspection Act, Sunday is held to be the period between 6 p.m. on the eve of the holiday until 10 p.m. on the holiday itself or on the last of two or more holidays. The prohibition of Sunday work does not apply to continuous industries, to work necessary to prevent injury to premises, machines or products, to certain repairing and cleaning processes, to the handling of milk in dairies and cheese-making undertakings, or to the work of watching, stoking and heating. A permit from the inspecting authority is required for Sunday work.

Under §31, paper, cellulose and wood pulp factories, where night-work takes place, are exempt from the provisions respecting hours of work. In addition, the Government may, in pursuance of a recommendation of the Labour Council, extend this exemption to other undertakings, in which night-work is carried on in pursuance of §24. This provision was adopted in view of the special conditions obtaining at the Sydvaranger Mining Company's works. In so far as the undertakings mentioned above to which the provisions of the Act respecting hours of work do not apply, adopt a system of three shifts laid down by the Government, they may make use of a weekly period of employment of from 10 p.m. on Sunday evening until 6 a.m. on the following Sunday.

The provisions of the Act respecting hours of work, night-work and Sunday work, do not apply to workers over 18 employed in the undertakings named in §1, II. (c) (warehousemen, packers, etc.) or in handicrafts coming under §1 II. (a) (*i.e.*, where less than five regular workers are employed in handicrafts without the use of mechanical power).

The Act defines young persons, as formerly, as persons exempt from school attendance, between 14 and 18 years of age, and children as those under 14, or who, being older, are still liable to compulsory school attendance. In contrast to the Bill, the Act makes no distinction between the sexes in regulating the employment of young persons.

Although the Bill strictly limited the employment of children in industrial concerns, only allowing it in the preserving industry, the provisions of the Act are practically identical with those of the Factory Inspection Act of 1909, except in so far as children may not now be admitted to work in industrial establishments without the school authority being consulted, nor in any case may they be so employed during the two hours preceding their school classes (in the Act of 1909, one hour). The rule contained in §34 respecting child labour, provides that children may not be employed in work coming under the Act, but that children over 12 may be employed, after consultation with the school authorities and with the consent of the industrial inspecting authority, for not more than 5 hours a day on such light work as will not injure their health or hinder their physical development, and provided that it is shown by a medical certificate that their state of health does not render them unsuited for the work for which they are intended. Children whose employment is



allowed may not, in any case, be so employed that their hours of school attendance and work exceed 7 hours a day altogether. The employment of children before 6 a.m. and after 8 p.m. is entirely prohibited. As under the existing Factory Inspection Act, children or young persons must not be employed unless they produce birth certificates. For the purposes of supervision, a register of children and young persons employed must be kept by the employer, as formerly. (As this method had always proved inadequate, the Bill provided originally for certificate books to be kept by the employer and registered by the inspecting authority, on the plan adopted in the Swedish legislation on this subject.)

The Act came into force on 1st January, 1916; but the Sections respecting hours of work are not to be brought into operation until 1st January, 1917. In works where conditions are regulated by collective agreements concluded before 1st January, 1916, the new provisions respecting hours will come into force on the expiry of the collective agreement.

The enforcement of the Act rests with the Social Department.

[See also:—2'01, United States of America (District of Columbia); 2'14, Australia (Queensland).]

## **2.01. PROTECTION OF CHILDREN, YOUNG PERSONS AND WOMEN; APPRENTICESHIP.**

**AUSTRALIA: New South Wales.** The Ministerial Order of 16th May, 1911 (Text E.B. X., p. 262, No. 8), issued in pursuance of §35*a* of the Factories and Shops Act of 1896 (corresponding to §41 of the Consolidating Act of 26th November, 1912, Text E.B. X., p. 264, No. 14), contains a schedule of dangerous machines on which young persons under 16 and women may not be employed.

**Queensland.** The "State Children Act" of 30th November, 1911 (Extract E.B. X., p. 288, No. 6), consolidates all the laws of the State on that subject, namely the Industrial and Reformatory Schools Act of 1865, the Orphanages Act of 1879, the Children's Protection Act of 1896, and the Industrial and Reformatory Schools Act Amendment Act of 1906. "State children" are defined as children who are neglected, or convicted, or who are received into an institution or committed to the care of the Department. As regards the employment of such children and of children in general, the Act provides that the State Children Department may conclude contracts of apprenticeship for State children for terms not exceeding five years. State children are required to attend school until the thirteenth year of their age; compulsory school attendance may, however, be extended at the discretion of the Minister. Any person who causes any child (*i.e.*, a person under 17) to be in any public place (other than premises licensed for public entertainments) for the purpose of performing or offering anything for sale, between the hours of 7 p.m. and 6 a.m. is punishable by a fine not exceeding £25, or by imprisonment, with or without hard labour, for a term not exceeding six months. Children under 14 who are employed in entertainments likely to endanger their life or prejudice their health or education are deemed to be "neglected children" within the meaning of the Act.—On 18th July, 1912 (Title E.B. X., p. 288, No. 8), regulations were issued under the Act. These prescribe wages for State children employed as apprentices or engaged in remunerative work, varying according to the age (13 to 18 years) from 2s. to 10s. for boys and 1s. to 6s. 6d. for girls, and require a certain amount to be handed to the child as pocket money, while the rest is invested at interest in the State Savings Bank on the child's behalf.

**SWITZERLAND : Neuchâtel.** In the Swiss Canton of Neuchâtel, an Order respecting the supervision of commercial apprentices and their examinations at the conclusion of their apprenticeship was issued on 25th February, 1913 (Title E.B. X., p. 226, No. 3), in pursuance of the Protection of Apprentices Act of 21st November, 1890, and the general Order respecting Apprentices' Examinations, dated 27th May, 1892. By the Order, the Canton of Neuchâtel is divided into two districts in each of which a supervisory committee consisting of 11 members is set up, with the Cantonal Apprenticeship Inspector as chairman. The supervision of the apprentices takes the form of periodical (usually annual) examinations.

**Vaud.** The Apprenticeship Act of 21st November, 1896, of the Canton of Vaud was amended by the Act of 22nd November, 1911 (Extract E.B. X., p. 221, No. 2). The amendments introduced provide chiefly for the improvement of trade training and also relieve the masters from certain duties (more exact definition of the scope of trade instruction, better supervision of the theoretical and practical training of the apprentices by the Apprenticeship Commission and the Cantonal Council of Apprenticeship [Conseil Cantonal d'Apprentissage], the supplying of appliances to the apprentices, the introduction of compulsory attendance at the final apprentices' examinations, retention of the system of monetary grants towards the establishment of trade courses, and the maintenance of apprentices of small means, retention of the power given to the Apprenticeship Commission and the Cantonal Council of Apprenticeship to allow temporary or permanent exceptions to the rules respecting hours of work, fixing of the hours to be devoted to technical instruction during working hours, exact definition of the duties and functions of the Apprenticeship Commission, unification of the procedure in case of dispute). The maximum working day for apprentices remains, as before, 10 hours including the time devoted to technical instruction and so forth; the working day must be interrupted by a break of at least 1½ hours at midday. Sunday work and night-work (between 8 p.m. and 5 a.m.) are prohibited. Where formerly the master was allowed, in exceptional cases, to extend the hours of work to 11 a day (60 hours a week) on his own authority, under the new Act it rests solely with the Commission and the Cantonal Council of Apprenticeship to allow exceptions. The apprentices may still be required to devote one hour a day outside working hours to putting workrooms and appliances into order and making them ready for work.—An administrative Order dated 29th December, 1911 (Extract E.B. X., p. 222, No. 3), contains, in Chapter I., more detailed regulations as regards exceptions to the legal provisions respecting the hours of work of apprentices.

**UNITED STATES OF AMERICA :** A Federal Act dated 24th February, 1914 (Text E.B. X., p. 199), regulates the employment of women in the District of Columbia. Working hours are limited to a maximum of 8 a day and 48 a week; taken on 6 days in the week. All manufacturing, mechanical or mercantile establishments, laundries, hotels or restaurants, telegraph or telephone establishments and express or transportation companies are included in the scope of the Act. Women under 18 may not be employed between 6 p.m. and 7 a.m. If three or more women are employed for more than 6 hours, a break of at least three-quarters of an hour must be allowed, unless the employment lasts not later than 1.30 p.m., in which case an uninterrupted spell of 6½ hours work is permitted. In every establishment a time-book or record must be kept. Three inspectors, two of whom must be women, are to be appointed to enforce the Act. These inspectors have the right of

entry into workrooms at any time when they have reasonable cause to believe that work is being performed there. They are entrusted at the same time with the administration of the Act of 2nd March, 1895, requiring the provision of seats for women employees.

[See also :—2.00, Norway ; 2.02, Switzerland (Neuchâtel) ; 2.05, Australia (Queensland), France ; 2.11, Australia (New South Wales, Queensland) ; 2.13, Spain ; 2.16, Australia (Commonwealth) ; 2.5, Sweden.]

## 2.02. SUNDAY WORK ; WEEKLY DAY OF REST.

**SWITZERLAND :** *Lucerne* : The Act respecting the public days of rest, dated 26th November, 1913 (Extract E.B. X., p. 218), extends and strengthens the Order of 17th December, 1897, respecting Sunday rest in bakehouses, and butchers' and hairdressers' businesses. But the Act refrains from requiring any complete closing of shops and, in contrast to the regulations of 1897, takes into consideration the differences of conditions prevailing in the town of Lucerne and in rural communes. Public days of rest include all Sundays, as well as New Year's Day, Good Friday, Ascension Day, Corpus Christi, Assumption, All Saint's Day, the Immaculate Conception, Christmas Day, and the festival of the patron saint of the ecclesiastical parish concerned. With the exception of the last, these days count as legal holidays under the Federal Act respecting work in factories and the transport regulations for Swiss railway and steamship undertakings. In particular, the Act prohibits on the public holidays the employment of employees, workers, assistants and apprentices in undertakings of every kind, except as regards the staff necessary to serve customers while places of sale are open ; the employment of officials, employees, assistants and apprentices in public and private offices, except in so far as the State Council or the communal councils may permit public offices to be opened from one to two hours ; and the payment of wages. The opening of places of sale on Easter Day, Whit Sunday, the Federal Day of Prayer, All Saint's Day and Christmas Day, is absolutely prohibited, and on the other days of rest prohibited subject to the following exceptions : in the town of Lucerne, places of sale may be kept open during the months of July, August and December, from 10.30 a.m. until 7 p.m. ; in rural communes, the communal councils may allow shops to be open for three hours in the morning and in December and on church dedication days until 7 p.m. The rules respecting days of rest do not apply to chemists' shops (except where there are several in the same locality) ; work in agriculture and gardening as far as is necessary in view of daily requirements or natural occurrences and the weather ; continuous industries ; the necessary work of servants ; museums and public collections ; the sale of newspapers at railway stations ; repairs to automobiles and other vehicles ; undertakers' businesses ; and in emergencies. As regards various trades such as butchers' businesses bakeries and confectioners' businesses, milk and vegetable businesses, provision businesses, flower, cigar, hairdressers', photographers' and furriers' businesses, the Act contains detailed regulations, taking account of the needs of foreign visitors, respecting the employment of the staff and the opening of sale-rooms during certain hours of the days of rest. The regulation of periods of rest in the carrying trade (porters, cab-drivers, persons hiring out automobiles, bicycles and boats, etc.), in bathing establishments, kiosks, etc., is left to the communal authorities. Public-houses are required to close in the country for 1½ hours in the morning on Sundays and holidays ; in the town of Lucerne, and with the consent of the State Council in other communes having a large number of foreign visitors, public houses are to be closed up to 10 a.m. during

the period from November to February ; during the other months they are not subject to any restriction. As compensation for work on a day of rest, a person who has been so employed for more than 3 hours, must be allowed a half-holiday without loss of pay on an afternoon in the preceding or following week. Persons employed regularly on public days of rest, must be allowed a whole holiday, in addition, on every third Sunday. Domestic servants and agricultural labourers have the right to 4 hours leisure on every second Sunday.

*Neuchâtel* : A Bill respecting the weekly day of rest was first introduced in the Grand Council on 2nd December, 1903. A new Government Bill was submitted to Parliament on 19th April, 1910, and adopted (Act of 24th November, 1910). Two years later a few provisions (chiefly concerning the treatment of the food industry, newspaper-sellers and cigar dealers, grocers' businesses on the French borders and hairdressers' businesses) were amended by an Act, dated 21st November, 1912 (Text E.B. X., p. 223, Nos. 1 and 2). The Act fixes Sunday as the weekly day of rest, and accordingly prohibits, as a general rule, all work in the open-air and in closed rooms which involves noise, as well as work in closed rooms on which workers or employees are engaged, and it prescribes the Sunday-closing of shops. As regards commerce and industry, the prohibition of Sunday work does not apply to transport undertakings nor (as a rule during the time when the corresponding shops are open) to the delivery of provisions. Hotels, restaurants, etc., bakers' and confectioners' businesses, fruit, fresh flowers and refreshment kiosks, chemists' shops and station book-stalls may remain open the whole of Sunday. Milk businesses, grocers' shops, shops for the sale of food and vegetables, tobacco shops, permanent kiosks, and newspaper kiosks and shops may be kept open on Sundays up to midday, and also in the evening from 6 to 8 o'clock. Grocers' shops on the borders may be opened from 11 o'clock in the morning. Hairdressers' shops may remain open on Sundays until 11 a.m., and photographers' studios between 10 and 4 o'clock. Exceptions to the rules respecting Sunday rest in shops may be allowed by the prefecture in extraordinary circumstances and in the case of urgent repairs. In addition, shops may be opened on the three last Sundays of the year, and when New Year's Day falls on a Sunday. In bakeries the workers may be employed until 8 a.m. on Sundays, and in confectionery businesses until midday. Horticulturalists may employ one worker on Sunday. In case of urgency the chief of the Department of Public Works may allow work on public roads and waterways. Similarly, work may be allowed in case of accident or to obviate damage. The provisions of the Act do not apply to hospitals and bathing establishments (the staff employed have the right to compensatory rest), to work in connection with the public administration, or to the regulating of clocks. At the request of three-quarters of the shop-keepers in a branch of trade in any commune, the State Council may restrict or entirely suspend the rules affecting the opening of shops on Sundays in the trade and commune concerned. In agriculture, the prohibition of Sunday work does not apply to the care of domestic animals and urgent work necessary to preserve stock, nor to absolutely indispensable work in dairies and cheese-making businesses, gardening work and the bringing in of crops. Persons employed in commerce and industry on Sundays must be given, instead, a weekly holiday, which must fall on Sunday every third week, and hairdressers' assistants and workers in bakeries and confectionery businesses must be allowed a half-holiday during the week. Servants have the right to 4 hours' leisure on the weekly day of rest, which can in exceptional circumstances be replaced by a corresponding period of rest during the week. No deduction may be made from wages in respect of legally prescribed periods of rest. The

weekly rest of apprentices and women is regulated by the Acts on those subjects.

[See also :—2'00, Norway ; 2'01, United States of America (District of Columbia) ; 2'01, Switzerland (Vaud) ; 2'05, Australia (Commonwealth) ; 2'11, Australia (New South Wales, Queensland) ; 2'13, Spain ; 2'15, Australia (New South Wales, Queensland).]

### 2.03. INDUSTRIAL HYGIENE ; PREVENTION OF ACCIDENTS ; INDUSTRIAL POISONS.

*AUSTRALIA : New South Wales.* The Scaffolding and Lifts Act of 1902 and the amending Act of 1908 (26th October, 1908 ; Title E.B. IV., p. 314, No. 1) were consolidated in 1912, together with a whole series of other legal enactments. The Governor assented to the consolidating Act on 26th November, 1912 (Title E.B. X., p. 264, No. 13).

*Queensland.* The Inspection of Machinery and Scaffolding Act of 15th April, 1908 (Title E.B. III., p. 177, No. 2) was amended in various ways by the amending Act of 7th December, 1912 (Title E.B. X., p. 308, No. 11). The most important amendments are concerned with the various certificates of competency.—On 29th May, 1913 (Title E.B. X., p. 308, No. 13) regulations were issued under the Inspection of Machinery and Scaffolding Acts, 1908–1912.

[See also :—2'01, United States of America (District of Columbia) ; Australia (New South Wales) ; 2'11, Australia (New South Wales, Queensland) ; 2'12, Australia (New South Wales) ; 2'16, Australia (Commonwealth).]

### 2.04. HOME-WORK.

[See 2'05, France ; 4'3, Australia (Commonwealth).]

### 2.05. PAYMENT AND PROTECTION OF WAGES ; MINIMUM WAGE.

*AUSTRALIA : Commonwealth.* (a) The development of the Australian legislation respecting sugar bounties, which for years has formed a part of the policy of a "White Australia," was described in the *Bulletin*, Vol. VII., p. lvii. *et seq.*, up to the amending Act of 25th October, 1910 (Text E.B. VII., p. 324, No. 9). Under this legislation, sugar planters receive bounties in proportion to the amount of sugar produced by white labour in regular employment. By an amending Act dated 29th October, 1912 (Title E.B. X., p. 255, No. 2) the principal Act was supplemented by a provision to the effect that the Minister having the duty of administering the bounties may procure from the President of the Commonwealth Court of Conciliation and Arbitration, from the Judges of any other Commonwealth or State Courts, or from the members of the industrial authorities of the States, information as regards what wages and conditions of work may be regarded as "fair and reasonable" for the production of sugar by white labour.

In the meantime, however, an agitation broke out, promoted especially by the sugar planters, for the repeal of the whole of the Sugar Excise Acts and Sugar Bounty Acts. A Royal Commission proposed the following amendments : The repeal of the excise duties and the abolition of the bounties, leaving to the separate States the adoption of measures for the maintenance of the policy of a "White Australia," and for regulating the conditions of employment of sugar workers ; the exclusion of coloured labourers from the production of cane sugar and beet by legislation to be adopted in Queensland (where 90 per cent. of the total Australian sugar production takes place), and the adoption of legal provisions for the protection of the workers by the

Legislatures of the States concerned, namely Queensland, New South Wales and Victoria, on the basis of a minimum wage of 8s. per day, of overtime pay, etc. Since the Premier of Queensland, questioned by the Commonwealth President of the Council, expressed his agreement with the proposals of the Commission, so that in this, the most important of the States concerned, legislation on the lines suggested might be anticipated, the Commonwealth Government introduced the Sugar Excise Repeal Bill and the Sugar Bounty Abolition Bill, in the Session of 1912. Both Bills were adopted, in parts without debate (Title of the Sugar Bounty Repeal Act, E.B. X., p. 255, No. 5). The agreed scale of wages was adopted in Queensland by the Sugar Growers' Employees Act of 1913. (*See under Queensland below.*)

In view of the serious loss of revenue brought about by the repeal of the excise duty on sugar, the Liberal Government, led by Mr. Cook, re-introduced into the Commonwealth Parliament, in 1913, an Excise Tariff (Sugar) Bill, and in connection with it a Sugar Bounty Bill. The resulting Bounty Act, dated 30th October, 1913 (Title E.B. X., p. 256, No. 14), contains a similar wages clause to the earlier Act, in the following form: "3. Bounty under the Act shall not be payable to a grower on any cane or beet on which in the opinion of the Minister bounty would not have been payable under the Sugar Bounty Act, 1905-12."

(b) The Act of 19th December, 1913 (Title E.B. X., p. 256, No. 15), to provide for the construction of a railway in the Northern Territory from Pine Creek to the Katherine River, contains in §15 a provision to the effect that, in the construction of this railway, the contractors shall be bound, under penalty, by their contracts to pay the minimum rates of wages and to observe the conditions of employment prescribed by the Minister.—The same wages clause is found in the Act of 24th December, 1912 (Title E.B. X., p. 256, No. 9), to provide for bounties on wood pulp and rock phosphate (*cf.* the Provisional Regulations under the Act, dated 4th April, 1913, Title E.B. X., p. 256, No. 16); in the Act of the same date to amend the Bounties Act, 1907 (Title E.B. X., p. 256, No. 11), which provides, in addition, that the number of workers employed in the undertakings affected, and particulars of their wages and hours of work, shall be given in an annual report to Parliament on the administration of the Act; and also in the Act of 21st December, 1914, to provide for the payment of bounty on pig-iron (Title E.B. X., p. 260, No. 19).

(c) An Act dated 24th December, 1912 (Title E.B. X., p. 256, No. 7) extended by two years, namely until 30th June, 1914, the operation of the Manufactures Encouragement Act of 14th December, 1908 (Extract E.B. V., p. 251). An account of the origin of this Act, which was intended chiefly to promote the Australian wire netting industry, was given in E.B. V., p. LVII. The provision for the protection of wages was inserted in the amending Act in the same form as that given above in connection with the Sugar Bounty Act.

*Queensland.* The undertaking made by the Premier of Queensland referred to above under "Australia: Commonwealth," was fulfilled by an Act dated 25th July, 1913, with the title, "An Act to ensure the due Administration of the 'Sugar Growers Act of 1913' by making temporary provision with respect to the rates of wages and conditions of employment in the sugar industry until such matters have been dealt with by awards under the 'Industrial Peace Act of 1912.'" This Act, known as the "Sugar Growers' Employees Act of 1913," came into force simultaneously with the Commonwealth Act of 1912 abolishing the Sugar Bounties. The scale of wages is drawn up in the form of, and has the same effect as, an award under the Industrial Peace Act of 1912, and can only be annulled or modified by such an award. The

minimum daily wage of sugar workers is fixed at 8s. for eight hours' work without board, subject to graduations in the case of young persons under 18 or 16, and old and infirm workers and natives. Overtime is to be paid for at the rate of 1s. an hour, or less, down to 6d. for young persons and natives.

**FRANCE.** The influence of the British Trade Board Act of 20th October, 1909 (Text E.B. V., p. 23, No. 4), was first felt in France,\* where the first continental Minimum Wage Act was adopted on 10th July, 1915 (Text E.B. X., p. 201), in the form of an amendment to Titles III. and V. of Book I. of the Code of Labour. While the British Act was still only in its preliminary stages—namely, at the time of the "Sweated Industries Bill"—the French Deputy Coutant moved in the Chamber for the introduction of minimum wages for workers of both sexes (2nd June, 1907). The Bill introduced on 2nd April, 1909, by Count Albert de Mun, and reintroduced on 10th June, 1910, contemplated, however, only the protection of home workers, by the establishment of wages boards. Active propaganda was started. On 10th January, 1910, the Minister of Labour, Viviani, submitted to the permanent Committee of the Superior Labour Council a draft Bill prepared in the Labour Office. This Bill proposed to transfer to the labour councils (*conseils consultatifs du travail*) established by the Act of 17th July, 1908 (Text E.B. III., p. 356, No. 1), together with the drawing up of wages tables or scales, the functions exercised by trade boards under the British Act of 20th October, 1909 (Text E.B. V., p. 23, No. 4), or which would have devolved upon the trade committees (*comités professionnels*) under Count de Mun's Bill. The Committee, however, preferred to entrust the committees of counsel (*conseils de prud'hommes*) with the new functions, instead of the labour councils which had not yet come into being. The Committee was further of opinion that, in view of the multiplicity of, and continual variations in, the articles of clothing in question, the drawing up of complete tables and scales of wages would present too great difficulties. It seemed simpler and more feasible to require the contractor to use rates which would enable a homemaker of average capacity to earn in an equal period of employment a wage equal to that earned on similar work by a daily worker in a workshop. A member of the Committee, M. Honoré, formerly director of the Magasin du Louvre, was requested to re-draft the Bill (*cf.* Conseil supérieur du travail, 20 Session, 1910 : Le salaire minimum pour les ouvrières à domicile. Rapport de M. Honoré).

The Government based their Bill, on the whole, on the proposals of the Superior Labour Council and drew it up in the form of an addition to Books III. and V. of the Code of Labour.

On 7th November, 1911, the Minister of Labour, M. René Renoult, and the Minister of Justice, M. Cruppi, introduced their Bill into the French Chamber. The report in support of the Bill (Doc. parl. Chambre, Annexe No. 1269) referred to the fact that out of the 1,230,000 women and girls shown by the Census of 1906 to be employed in the clothing industry, only 380,000 worked in workshops and consequently benefited from the protection of the law, whilst the remaining 850,000 clothing trade workers were defenceless against all the abuses of the sweating system. [*Cf.* Inquiries of the Labour Office : *Enquête sur la petite industrie (salaires, durée du travail)*, Vol. II. : *Le vêtement à Paris, 1896* ; *Enquête sur le travail à domicile dans la lingerie, 5 vols. (1907-1911)* ; *Enquête sur le travail à domicile dans l'industrie de la fleur artificielle, 1913* ; *Enquête sur le travail à domicile dans l'industrie de la chaussure, 1914.*] The report stated, in addition, that legislative measures were not likely to

\**Cf.* P. BOYVAL, "La lutte contre le sweating system." (Paris, 1912.)

exterminate home-work, but that, on the contrary, statements made by a certain number of members of the Superior Labour Council, who were themselves employers in the clothing trade, showed that the maintenance of the customary low wages was not essential to the prosperity of the trade, and that it was consequently expedient "to demand that the law should strengthen the lawful claim of women home workers in this industry to a fair and reasonable wage."

On 20th January, 1913, M. A. Berthod presented a very comprehensive report on behalf of the Commission of the Chamber of Deputies (Doc. parl. Chambre, Annexe No. 2472). The first debate on the Bill in the Chamber took place at the second sitting of 13th November, 1913. Section 33, which defines the scope of the Act, was extended by the insertion of lace-making. A motion put forward by Boudoint and Arbel to the effect that the proposed measures for the protection of women workers should be extended to all home-workers in the clothing trades, regardless of sex, as well as an amendment proposed by Néron, authorising the Government to effect this extension, in certain circumstances, by Order, were rejected. On the other hand, the Chamber adopted an amendment moved by Chassaing to add a provision to the effect that, after consultation with the Superior Labour Council, the Act might be extended by Order to women home-workers belonging to trades other than those named in the Act. Of the other amendments introduced into the Commission's text, the extension from 8 to 14 days of the time-limit for the workers to raise objections should be noted (§337). The Bill as adopted by the Chamber was sent up to the Senate on 16th December.

It was not until a year and a half had elapsed that the Senate (at the sittings of 22nd April and 20th May, 1915) passed with a few amendments the first and second readings of the Bill as adopted by the Chamber. A Commission of the Senate had in the meantime presented a detailed report drawn up by J. Morel,\* on 30th March, 1914. On the 9th July the Chamber accepted the

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\* M. MOREL's report (Doc. parl. Sénat, Annexe No. 207) contains the following statement:—"The investigation into the Paris underlinen trade revealed the following facts: Half the workers questioned earned less than 16c. and 85 per cent. less than 26c. per hour. Very low hourly rates of pay have been found in the provinces for the same class of work. In the Allier district 80 per cent. of the women who answered the questions earn not more than 10c. an hour. This meagre rate applies to 59 per cent. of the women home-workers in the Cher district, and to 49 per cent. in the Loir-et-Cher district. Still more wretched hourly rates have been ascertained in other localities: In Commentry, 60 per cent.; in Heobecq (Indre), 45 per cent.; in Dun-sur-Auron (Cher), 38 per cent. of the women home-workers making underlinen earn not more than 5c. per hour. If these hourly wages are converted into annual earnings, the following figures are procured: In the Allier district 72 per cent. of the workers earn not more than 200frcs. The percentage amounts to 53 per cent. in Cher, to 52 per cent. in Loir-et-Cher, to 43 per cent. in Meurthe-et-Moselle, to 37 per cent. in Indre. These represent scanty and uncertain incomes, which deserve the strong term "starvation wages," which is now to be found in all languages translated from the original English.

As regards the Paris underclothing trade, it appears from the tables drawn up by the investigators that the annual earnings approximate to the following figures: 60 per cent. of the women earn less than 400frcs. a year; something approaching 25 per cent. earn from 500 to 600frcs.; the small residue earn over 600frcs.

The rates ascertained for the artificial flower industry are just as lamentable as in the underclothing trade apart from the speciality branch of rose-making, which is comparatively favourable, since about one-fifth of the women gave from 4 to 5frcs. a day as their earnings.

In rose-making there is one variety, the red rose, which necessitates the use of poisonous lead-colours—the "wicked red," as the workers call it. The regular use of this substance causes severe indisposition and gradually undermines the health of its victims.



Senate's text without debate. The amendments introduced in the Chamber's original Bill were concerned chiefly with the following points: the minimum wage is to be determined in accordance with the customary local daily wage, and is not to be fixed at two-thirds of this amount, as was proposed in the resolution of the Chamber (§33c); in the absence of labour councils, wages committees and committees of industrial experts are to fix the minimum wage, instead of the committees of counsel (§33d *et seq.*); in addition, §33g gives the labour councils, or failing them, the committees of industrial experts, the right to draw up tables of the time necessary for making articles produced in quantities, and the last paragraph of this Section requires, further, that these determinations shall be the basis of the decisions of the committees of counsel or the justices of the peace in the case of disputes respecting piece-work.

The main provisions of the Act may be summarised as follows:—The Act applies to all women workers who carry out, at home, work in the making of clothes, hats, boots and shoes, underclothing of all sorts, embroidery, lace, feathers, artificial flowers, and all other work forming part of the clothing trade. Detailed provisions affecting manufacturers and middlemen alike regulate the registering of the names and addresses of the women home-workers employed, the posting up of prices, and the keeping of books respecting wages and any requisites to be supplied. The prices applicable to home-work must be such that they enable a woman of average skill to earn in 10 hours a wage equivalent to a fixed minimum. The minimum wages are fixed by committees representative of employers and workers (labour councils or wages committees), on the basis of the average wage paid in workshops in the same, or (where the work is entirely home-work) in allied trades. Every three years the minimum wage must be revised. The wages fixed must be made public. The labour councils, or failing them, representative committees of industrial experts, may, on their own initiative, or must at the request of the Government, of a committee of counsel or of an interested trade association, draw up a scale giving in hours the average time required for performing the various processes. This scale is to be taken as a basis in fixing the minimum wages and also in legal proceedings respecting wage disputes. Either Government Departments or trade associations or the persons concerned may appeal, within three months to a Central Commission representative of employers and workers, against the scale as well as against the minimum wage. Civil proceedings in respect of contraventions of the Act may be taken not only by the parties concerned, but also by Government Departments, associations authorised for the purpose by the Government (*e.g.*, committees for the protection of home-workers) and trade unions, even where they consist exclusively of workshop employees, and without the necessity of proving that they have suffered prejudice. Male home-workers who receive lower wages than those fixed for the women may demand that the scales should apply to themselves. For each contravention of the Act committed by manufacturers and middlemen, the Act provides fines of from 5 to 15 frcs., with a total of 500 frcs., and in case of repeated

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Moreover, not all rose-makers are in an equally favourable position. One-third of them stated that they earned at most 1 to 2 frcs. a day.

Where the work is given out in sufficient quantities, the energy of these brave women is evinced in excessive hours of work. Out of 550 women in the Paris underclothing trade who were questioned, 152 (*i.e.*, nearly 28 per cent.) stated that they worked from 10 to 13 hours a day; some showed that they had worked 15, 16, 17 and even 19 hours uninterruptedly. These long hours are in full swing during the flower-makers' season. In Rheims 37 per cent. of the women work from 11 to 14 hours; in Lyons, 48 per cent. work from 11 to 16 hours; in Paris, 38 per cent. work from 11 to 18 hours."

offences, of from 16 to 100 frcs., with a total of 3,000 frcs. On the proposal of the Minister of Labour, after consultation with the Superior Labour Council, the Act may be extended by Order to other trades.

A Circular of the Minister of Labour, dated 10th July, 1915 (Text E.B. X., p. 206), explains the new provisions in detail. The Circular emphasises the fact that the Act meets appropriately the development of home-work in supplying the needs of the Army.

[See also :—2'00, Norway ; 2'02, Switzerland (Neuchâtel) ; 2'11, Australia (New South Wales) ; 2'13, Spain ; 2'15, Australia (Queensland) ; 2'16, Australia (Commonwealth) ; 2'5, Australia (Commonwealth).]

#### 2'06. CONTRACTS OF WORK.

[See 2'16, Australia (Commonwealth).]

#### 2'07. PUBLIC WORKS AND CONTRACTS.

[See 2'05, Australia (Queensland) ; 4'1, Australia (Commonwealth; New South Wales) ; 4'3, Australia (Commonwealth).]

#### 2'08. EMIGRATION AND IMMIGRATION ; NATIVE LABOUR.

**AUSTRALIA : Commonwealth.** The Commonwealth Immigration Restriction Act of 23rd December, 1901, as amended by the Act of 21st December, 1905, by the Contract Immigrants Act of 21st December, 1905, and by further amending Acts dated 14th December, 1908 (Title E.B. VII., p. 323, No. 1), and 16th September, 1910 (Title E.B. VII., p. 324, No. 7), and consolidated in 1910 (Title E.B. VII., p. 324, No. 8), was amended again in some respects on 24th December, 1912, by an Act (Title E.B. X., p. 256, No. 12), the short title of which (The Immigration Act, 1912) expressly omits reference to the former characteristic of Australian immigration legislation, namely the "restriction" of immigration. The Department of External Affairs takes part, under this Act, in the administration of the law, which was formerly in the hands of special immigration officers, the customs officials, and the police. In addition, the health conditions attached to the admission or exclusion of immigrants were considerably strengthened as compared with §3 (a) to (f) of the old Acts. Under §3 prohibited immigrants now include, in addition to illiterate persons, persons who have been sentenced to at least one year's imprisonment, and prostitutes [§3 (a) (ga), (gc) in the new form of the Act] ; (b) persons not possessed of the prescribed certificate of health ; (c) idiots, imbeciles, feeble-minded persons and epileptics ; (d) persons suffering from serious transmissible diseases or defects ; (e) persons suffering from pulmonary tuberculosis, trachoma or any loathsome or dangerous communicable disease, either general or local ; (f) persons suffering from any other disease or mental or physical defect, which, in the opinion of an officer, is liable to render the person concerned a charge upon the public or upon any public or charitable institution ; (g) persons suffering from any other disease, disability or disqualification specified by Order ; (gb) any person who has been convicted of any crime involving moral turpitude, but whose sentence has been suspended or shortened conditionally on his emigration, unless five years have elapsed since the expiration of the term for which he was sentenced. Finally, in order to prevent contact between healthy and any diseased immigrants, the Act authorises the Governor-General to establish medical bureaux outside the Commonwealth (in the first place, the United Kingdom being in contemplation) with the duty of thoroughly examining the emigrants before embarkation (§3A of the Act).

*Queensland.* The policy of a "White Australia" to which reference has been made above under "2·05. Payment of Wages, etc.," is contemplated further in the following Queensland Acts: (1) The Sugar Works Act of 26th October, 1911 (Title E.B. X., p. 288, No. 5), which authorises the establishment of sugar works by means of State subsidies; (2) the Wee Macgregor Tramways Agreement Act of 12th December, 1912 (both these Acts prohibit the employment of persons who cannot by an examination give proof of knowledge of the English language and writing); and (3) the Leases to Aliens Restriction Act of 12th January, 1912, which prohibits the leasing of more than 5 acres of land to aliens who have not passed a writing and reading test in a language prescribed by the Secretary for Public Lands.

[See also:—2·05, Australia (Commonwealth, Queensland); 2·05, Australia (Commonwealth).]

## 2.1. Labour Legislation for Particular Trades.

### 2·10. AGRICULTURE AND FORESTRY.

[See 2·02, Switzerland (Lucerne, Neuchâtel); 2·05, Australia (Commonwealth, Queensland).]

### 2·11. MINES.

*AUSTRALIA: New South Wales.* An Act to amend the Coal Mines Regulation Act of 9th September, 1902, which was adopted on 28th December, 1910 (Title E.B. X., p. 262, No. 7), and which bears the short title "Coal Mines Regulation (Ventilation) Act, 1910," strengthened the provisions of the principal Act as regards ventilation by requiring mine-owners to keep their ventilation apparatus in operation even during Sundays and holidays, in order to prevent injurious gases from accumulating in the mines on such days.—The existing legal provisions respecting coal mines [namely, the Coal Mines Regulation Act, 1902 (9th September, 1902); the Coal Mines Regulation (Inspection) Act, 1904; the Coal Mines (Amendment) Acts of 1905 and 1908 (24th December, 1908; Title E.B. IV., p. 318), and the Coal Mines Regulation (Ventilation) Act, 1910, mentioned above (28th December, 1910; Title E.B. X., p. 262, No. 7)] were consolidated on 26th November, 1912 (Extract E.B. X., p. 263, No. 12). Under this Act, the employment of boys under 14 and women is prohibited. The employment of young persons of from 14 to 18 years of age below ground is restricted on Saturdays to six and eight hours alternately, and on the remaining week-days, to nine hours; an interval of at least 12 hours must be allowed between each shift; the period of employment is exclusive of one hour's break for meals; a register of young persons must be kept.

The principal (consolidated) Act was amended and supplemented again in the following year in certain points respecting the safety of the workers by an Act dated 15th October, 1913 (Title E.B. X., p. 286, No. 21). With the deepening of the coal mines the risk of explosion in many had increased (explosions in the Dudley, Burwood and Mount Kemble mines). A new Section consequently requires the appointment of a deputy in all mines for which safety lamps are necessary, and lays down regulations for the certificates of competency of such persons. Further amendments contemplated the more frequent introduction of electrical plant. By §10 the inspectors are brought under the Public Service Act, 1902, and thus given pension rights. In case of explosion or accident a representative of the workers has to be permitted

to visit the scene of the accident immediately with the inspector, and is required to note the result of his inspection in a book to be kept for the purpose ; certain occurrences (winding mishaps, the breaking of ropes, inrushes of water, fires, or the ignition of gas or dust) have to be reported to the inspector even when no loss of life results. The coal extracted has to be weighed before it is broken up. In addition, various safety provisions were amended or added by the Act.

*Queensland.* Originally, conditions of work in Queensland mines were regulated by Part XIV. of the Mining Act of 1898. Various inquiries into accidents (Mount Morgan), the experience of the officials of the Mining Department and a comparison with the mining legislation of other States of Australia, showed conclusively that the existing provisions were inadequate, especially as regards inspection, the protection of health, and safety. Consequently the Government drafted a comprehensive Bill based upon the British and South African laws and the more recent Acts of the Australian States. This Bill "to make better provision for the regulation and inspection of mines" was debated in the Parliamentary Session of 1910, and became law on 7th January, 1911 (Extract E.B. X., p. 287, No. 4). The Act extends and increases the functions of the inspectors ; the whole responsibility for the observance of its provisions is laid upon the mine-owners and managers ; arrangements for the protection of the health and life of the workers are to be regulated by order, by which means any necessary amendments can be introduced more promptly than by legislation. The part of the Act headed "Employees" contains only a few modifications of the earlier law. No person under 21 may act as mine manager, nor those under 18 as braccemen, platmen, or landers ; boys aged from 14 to 16 may not be employed without a medical certificate, nor unless they have passed the fifth standard at school ; boys under 14 and women may not be employed at all below ground ; in dangerous places the workmen must be within easy hearing of each other. No person may be employed as winding engineer unless he is in possession of a certificate of competency within the meaning of "The Inspection of Machinery and Scaffolding Act of 1908," and also of a medical certificate of fitness ; negligent winding must be reported to the inspector. Except for watchmen, the daily period of employment is limited to eight hours, exclusive of meal times, time occupied in preparing steam or fires, employment in case of emergency, etc. The regulation of Sunday work is quite new. This is prohibited in principle ; but, in accordance with the plan adopted in Western Australia and South Africa, the prohibition does not extend to a series of operations, namely watching, continuous processes in connection with smelting furnaces, ore reduction plants, etc. ; the examination of appliances, repairs or cleaning which cannot be done on any other day without interfering with the working of the mine ; pumping so that work may be resumed at the close of Sunday ; shaft-sinking in wet ground, where continuous work is necessary ; work necessitated by dangerous emergencies ; work authorised by the inspector, in certain circumstances.

[See also :—2'00, Norway ; 4'1, Australia (New South Wales).]

## 2-110. METAL TRADES.

[See 2'05, Australia (Commonwealth).]

## 2-111. CHEMICAL INDUSTRY.

[See 2'05, Australia (Commonwealth).]

**2-12. MANUFACTURE OF LIGHTING MATERIALS.**

**AUSTRALIA:** *New South Wales.* An Act dated 9th February, 1915 (Text E.B. X., p. 287, No. 22), prohibits, subject to a penalty not exceeding £20, the manufacture of white phosphorus matches or the selling or offering for sale of such matches, and amends the Factories and Shops Act accordingly. In introducing the Bill into the Legislative Council, the Vice-President of the Executive Council, the Hon. F. Flowers, stated that the object of the Bill was to make it possible for the Commonwealth to join the international agreement of Berne respecting the prohibition of the use of white (yellow) phosphorus in the match industry (dated 26th September, 1906; Text E.B. I., p. 275), and, following the example of Victoria, Western Australia and Tasmania, to introduce the prohibition of manufacture and sale after the Commonwealth had already prohibited importation (Proclamation of 8th December, 1908; Text E.B. IV., p. 18, No. 3). As there are no match factories in New South Wales, no interests are affected. A member of the Council, Martin Doyle, supported the Government from many years' experience of medical practice in the East End of London. The Bill was adopted by both Houses of Parliament without opposition.

**2-13. TEXTILE INDUSTRY.**

**SPAIN.** A Royal Decree dated 24th August, 1913 (Text E.B. X., p. 212), regulates hours of work in the textile industry. This Decree is the legislative outcome of an agreement come to by the employers and workers in the industry after the great strike of textile workers in Barcelona. In the report in support of the Decree drawn up by the Minister of the Interior (Boletín del Instituto de Reformas Sociales, X., I., 241), the following paragraph should be noted: "It should not be forgotten that Spain is one of those countries which will take part next September in the diplomatic conference to be held at Berne in order to prepare an international agreement respecting the limitation of the hours of work of women and young persons to 10 a day, and that, in proposing that the Government should take part in this Conference, the Institute of Social Reform expressed their conviction that a reduction of the working day to 10 hours was in general both possible and expedient, and would not involve any considerable interference with industry." Subject to the observance of Sundays and legal holidays, the Decree fixes the maximum working week at 60 hours and the maximum number of working hours in the year at 3,000. Where, in accordance with a contract or local custom, the maximum weekly hours were less than 60, before the issuing of the Decree, they may not be increased up to the maximum fixed by it. The existing provisions respecting the hours of work of women and young persons remain in force in so far as they are not contrary to the Decree. The employer is required to notify the inspectors of the distribution of the weekly hours amongst the days of the week. Remuneration for piece-work must be increased by an amount corresponding to the reduction of hours. The inspectors of labour and local councils of social reform, in connection with the Institute of Social Reform, have the duty of enforcing this Decree and also the laws regulating Sunday rest, the work of women and young persons, and the prohibition of night-work for women. Contraventions are punishable by fines; all persons are entitled to notify contraventions. The Institute of Social Reform may propose an increase not exceeding 10 per cent. in the amount of the fines, which will be payable to the National Provident Institution for the benefit of persons incapable of work. The Institute has also the duty of issuing administrative regulations after consultation with the persons concerned.

**2-130. PAPER INDUSTRY.**

[See 2-00 Norway.]

**2-131. LEATHER INDUSTRY.**

[See 2-02, Switzerland (Lucerne).]

**2-132. WOOD AND CARVING INDUSTRY.**

[See 2-00, Norway; 2-05, Australia (Commonwealth, Queensland): 2-08 Australia (Queensland).]

**2-133. PREPARATION OF FOOD, Etc.**

[See 2-00, Norway; 2-02, Switzerland (Lucerne, Neuchâtel); 2-05, Australia (Commonwealth, Queensland); 2-08, Australia (Queensland).]

**2-14. CLOTHING AND CLEANING TRADES.**

*AUSTRALIA: Queensland.* An Act amending the Factories and Shops Act, dated 23rd October, 1914 (Text E.B. X., p. 308, No. 15), removed "hairdressers' shops" from the list of businesses exempted by §50 (1) of the Principal Act from the ordinary provisions of the law. Hairdressers' shops are consequently now subject to the Act.

[See also 2-01, United States of America (District of Columbia); 2-02, Switzerland (Lucerne, Neuchâtel); 2-05, France.]

**2-140. BUILDING TRADES.**

[See 2-05, Australia (Commonwealth); 4-1, Australia (New South Wales).]

**2-141. POLYGRAPHIC INDUSTRY.**

[See 2-00, Norway; 2-02, Switzerland (Lucerne, Neuchâtel).]

**2-15. TRADE AND COMMERCE.**

*AUSTRALIA: New South Wales.* The first Early Closing Act of the State of New South Wales, namely the Act of 22nd December, 1899, left the individual shopkeepers of the Metropolitan District and of the district of Newcastle free to choose between Wednesday and Saturday for the early closing day. As time went on, a need for uniformity was felt and it appeared expedient to fix upon Saturday as the general half-holiday. In 1909 the Government appointed a Royal Commission on the matter. The report presented by the Commissioner recommended, however, the retention of the former conditions. In the meantime the general Saturday half-holiday had been adopted in the capital of Victoria, Melbourne (Act of 2nd March, 1909; Text E.B. VII., p. 392, No. 2). The reports of the Chief Inspector of Factories and of the Department of Labour and Industry of Victoria emphasised the change of opinion which had taken place since the introduction of the original measure in that State. As a result, the Government of New South Wales (the Wade Ministry) submitted to Parliament at the beginning of the Session of 1910, a Bill to amend the Early Closing Act by making the Saturday half-holiday general. This Bill became the Act of 27th August, 1910 (Text E.B. X., p. 260, No. 4). This Act provides that the closing time for shops (with certain exceptions) in the Metropolitan shopping district, and in the County of Northumberland, shall be 1 o'clock on Saturdays, 6 o'clock on Wednesdays and 10 o'clock on Fridays. A number of businesses are exempt from this rule, namely, hairdressers' shops, chemists' and druggists'

shops, private and public dispensaries, flower shops, fruit shops, vegetable shops, tobacconists' shops, confectioners' shops, newspaper and newsagents' shops, public-houses, hotels and wine shops, undertakers' shops, restaurants, refreshment shops, eating houses, fish shops, oyster shops, cooked provision shops. These may take the half-holiday at their discretion on Wednesday or Saturday. The new provisions may be extended by proclamation, based upon a resolution of Parliament, to country districts.—Even the regulation of early closing in the country proved in need of revision. The Principal Act of 1899 gave country shopping districts the right to arrange for shopkeepers to choose the early closing day by vote. In 25 country towns Saturday was fixed without any exceptions being allowed. This decision affected the interests of butchers, poulterers and hairdressers. An Act dated 20th December, 1910, to amend the Early Closing Acts and the Saturday Half Holiday Act (Text E.B. X., p. 261, No. 6), consequently introduced a special arrangement for these three classes of shops in country districts in which the one o'clock closing day is Saturday, namely, on Wednesday, they must close at 1 o'clock, on Saturday at 10 o'clock, and on the remaining four week-days at 6 o'clock in the case of butchers and poulterers, and at 7.30 in the case of hairdressers. By the same Act, booksellers' and newsagents' shops are allowed to remain open on Friday until 10 o'clock. Under the Early Closing Act of 1900 these shops were allowed to remain open on Saturdays until 10 p.m. and on the remaining 5 days of the week until 8 o'clock; the amending Act of 27th August, 1910, had moreover not made Saturday closing compulsory for shops of this class. In addition, "poulterers' shops" are added to the schedule of businesses not bound to close on Saturday, appended to the amending Act of 27th August, 1910. Finally a new Section deals with the case arising when Christmas Day falls on a Sunday or Monday. In this case, shops otherwise bound to close at 1 o'clock on Saturdays may remain open on the Saturday before Christmas provided that they close at 1 o'clock on the preceding Wednesday and at 6 o'clock on the preceding Friday, and also remain closed on the Monday and Tuesday following the 24th December.

The various legal provisions respecting banks and bank holidays were consolidated by the Act of 26th November, 1912 (Title E.B. X., p. , No. 15). The Acts in question are the Banks and Bank Holidays Act of 1898, the Act of 1899 to amend that Act, the Banks Half-holiday Act of 1900 and the Act of 1906 to further amend the Banks and Bank Holiday Act (16th October, 1906; Title E.B. IV., p. 18, No. 1). Part III. of the consolidating Act requires banks to be closed on the following days: 1st January, 26th January, Good Friday, the day following Good Friday, Easter Monday, Christmas Day, 26th December, the King's Birthday, the Prince of Wales' birthday, 1st August. In addition, any bank with the permission of the Governor may remain closed on certain afternoons of their own choice after public notification.

*Queensland.* Bank holidays were regulated afresh by an Act dated 5th December, 1912 (Title E.B. X., p. 289, No. 9), which repealed the Bank Holidays Acts, 1904–06. The following days are now Bank Holidays: 1st January (*New Year's Day*), 26th January; 1st March (St. David's Day); 17th March (St. Patrick's Day); *Good Friday*; the Saturday following Good Friday; *Easter Monday*; 23rd April (St. George's Day); 1st May (Labour Day); the *Birthday of the Sovereign*; the second Monday in September; 30th November (St. Andrew's Day); *Christmas Day*; 26th December (St. Stephen's Day). If any of these festivals fall on a Sunday the following Monday is treated as the holiday; if the 26th December falls on a Monday the following Tuesday is a holiday; when 26th January or Labour Day fall on any day other

than a Monday, the holiday is taken on the Monday next following. The Home Secretary may from time to time fix special holidays or half-holidays for the whole State or for certain districts, or he may substitute other holidays for the legal holidays in certain cases. Work performed on the holidays printed in italics counts as overtime work and must be paid at the rate of one-and-a-half times the ordinary rate; work on the remaining holidays does not count as overtime. The banks may, at their discretion, introduce afternoon holidays after giving due notice.

[See also 2-01, United States of America (District of Columbia); 2-02, Switzerland (Lucerne, Neuchâtel).]

## 2.16. CARRYING TRADE.

*AUSTRALIA: Commonwealth.* The Australian Act of 24th October, 1913, relating to Navigation and Shipping (Title E.B. X., p. 256, No. 13), is modelled on the British Merchant Shipping Act, but is not half so comprehensive as that Act, although with its 425 Sections it is the longest Act of the Australian Commonwealth. The first Navigation Bill was submitted to the Senate in 1904. In June, 1904, a Royal Commission was appointed, who presented a detailed report, and whose recommendations were to a great extent embodied in the Government Bill from which the new Act resulted. The Bill was debated during the Session of 1912, and adopted on 24th December, except as regards the Royal Assent. It was assented to on 24th October of the following year. Part II., regulating the relations between masters and seamen, contains 167 Sections arranged in the following divisions:—(1) General, §§10-12; (2) the Superintendent, §13; (3) Officers, §§14-27; (4) Supplying Seamen, §§28-33; (5) Apprentices, §§34-38; (6) Rating of Seamen, §§39-42; (7) the Crew, §§43-45; (8) the Agreement, §§46-60; (9) Discharge of Seamen, §§61-68; (10) Seamen's Wages, §§69-94; (11) Seamen's Money Orders, §§95-98; (12) Discipline, §§99-115; (13) Provisions, §§116-122; (14) Health, §§123-134; (15) Accommodation, §§135-138; (16) Protection of Seamen, §§138-148; (17) Property of Deceased Seamen, §§149-160; (18) Relief to Seamen's Families, §161-162; (19) Distressed Seamen, §163; (20) the Master, §§164-169; (21) the Log, §§170-175; (22) Inquests, §176. The indentures of apprentices must be drawn up in the prescribed form; the prospective apprentice must freely consent to be bound, must be 14 years old, healthy and strong, and physically fit for the service of the sea. Forms are also prescribed for seamen's agreements and certificates of discharge. Advances of wages are prohibited; arrears of wages must be paid on discharge; all deductions from wages must be entered in a wages book to be kept for that purpose; the terms for the payment of wages are fixed in each case according to the nature of the voyage; the wages of seamen and apprentices form the subject of preferential claims, and are not subject to attachment or arrestment. The supplying of bad provisions or water makes the owner liable to punishment and gives the seaman a right to money compensation. The owner is liable for the medical treatment of sick and injured seamen (except as regards persons suffering from venereal diseases or through their own fault); on ships plying abroad, the shipowner must provide the seamen with clothes. The minimum air-space for each seaman must amount to 140 cubic feet, and the minimum deck-space 18 square feet.

[See also 2-01, United States of America (District of Columbia); 2-02, Switzerland (Lucerne, Neuchâtel); 2-08, Australia (Queensland); 3, Germany—Netherlands.]



## XCIII.

### 2-160. HOTELS AND RESTAURANTS.

[See 2-01, United States of America (District of Columbia); 2-02, Switzerland (Lucerne, Neuchâtel); 2-15, Australia (New South Wales).]

### 2-161. THEATRICAL AND OTHER PERFORMANCES.

[See 2-01, Australia (Queensland).]

### 2-162. MILITARY AND CIVIL SERVICE.

[See 4-1, Australia (Commonwealth); 4-3, Australia (Commonwealth, New South Wales, Queensland).]

### 2-163. DOMESTIC SERVICE.

[See 2-02, Switzerland (Lucerne).]

## 2.2. Unemployment and Employment Bureaux.

### 2-20. UNEMPLOYMENT.

[See 2-5, Australia (Commonwealth).]

## 2.3. Industrial Courts ; Right of Combination ; Conciliation and Arbitration.

### 2-30. INDUSTRIAL COURTS.

*SWITZERLAND : Vaud.* The Industrial Courts Act of the Swiss Canton of Vaud, dated 26th November, 1888, which had already been once amended, namely by the Act of 25th November, 1892, was completely revised and superseded by the Act of 24th August, 1911 (Title E.B. X., p. 221, No. 1). Criticism had been levelled especially at the composition of the Industrial Courts, from which the judicial element was excluded, against the excessively high sums with which the courts were competent to deal, and against the inadequate facilities for appeal. Chapter I. of the new Act reproduces §§1 to 4 of the previous law : the communes are empowered to appoint Industrial Courts, with the approval of the State Council. Chapter II. (Election of Judges) corresponds, with some modifications, to Chapter III. of the Act of 1888. In Chapter III. (Organisation of the Industrial Courts) the New Act departs from the principle embodied in the laws of Geneva (1883) and Neuchâtel (1885), and finally in the French Act then in force, namely, the joint representation of employers and employed in the Court with an employer and a worker presiding in turns. Instead, the Act provides, on the lines adopted in other cantons, for a president and vice-president to be selected by the Cantonal Court. The independent conciliation bureaux formerly existing were abolished by the new Act, the function of acting in a conciliatory capacity being transferred to the Industrial Court itself. The jurisdiction of the Industrial Courts (Chapter IV.) extends to all disputes between employers and workers arising from the contract of work in which the sum in dispute does not exceed 500 frcs. (formerly 3,000 frcs.). Chapter V. deals with Procedure, and Chapter VI. with appeals. In the latter, the right of appeal to the Cantonal Court is considerably extended.

### 2-31. RIGHT OF COMBINATION.

*AUSTRALIA : Commonwealth.* The Act of 22nd December, 1911, to amend the Commonwealth Electoral Act (Title E.B. X., p. 255, No. 1) provides in §34 that every registered or unregistered trade union, etc., which has spent money in connection with any election, in the interests of any candidate, or

on behalf of a political party, or which has met the cost of printing election notices out of its funds, shall submit to the Commonwealth Election Officials in the State in question a statement of such expenditure.

The Act of 6th November, 1912, to amend the Referendum (Constitution Alteration) Act (Title E.B. X., p. 255, No. 4) contains a similar provision as regards the referendum.

*UNITED STATES OF AMERICA.* When the Sherman Act (Anti-trust Law) was under consideration in 1890 in the American Senate, the fear was expressed that workmen's organisations might come under the Act. But the originator of the Act himself assured the House that associations of workers having the object of promoting their interests and welfare and also of raising wages in order to secure their fair share of the product of their work, were not affected at all. In order to remove all doubt Senator George, with the approval of Senator Sherman, proposed an additional clause expressly declaring that the Act should not apply to workers who organised in order to reduce their hours of work or raise their wages, nor to horticulturists and farmers who combined in order to raise the prices of their produce. In the debate in Committee, as a result of which the basis of the Bill was to some extent altered, this additional clause was dropped again on the ground that the application of the Act to agricultural organisations and trade unions was outside the bounds of possibility.

The Courts, however, failed to uphold the Legislature's interpretation of the Act. Two years later, on the occasion of a sympathetic strike of the white workers of New Orleans in favour of their coloured comrades, Judge Billings applied the Act against the workers' organisations by issuing an injunction in which he declared that the strike was in restraint of inter-state trade, and thus came under the Act. This first decision served as a precedent for a series of further cases. The most far-reaching decision was that given by the Supreme Court in the proceedings against the hat-maker Danbury, of Connecticut. The hat-makers employed by D. E. I.øwe and Co. came out on strike because the firm had refused to grant trade union conditions after the United Hatters of North America, including 70 out of the 82 felt hat manufacturers, had already come to an agreement; the strikers had appealed to American workers to support them by boycotting the firm's goods. In 1903 proceedings for damages were commenced against the hat-makers, which resulted in the organisation being ordered to pay three times the damage, namely 252,000 dollars. Even the Supreme Court decided against the workers and ordered that the property of the members of the union should be attached.

The American Federation of Labor started at once, as a result of these legal decisions, an agitation for the exemption of trade unions from the Sherman Law. But it needed 10 years' fruitless effort before a provision to this effect was embodied in the so-called Clayton Anti-Trust Law. This Act (dated 15th October, 1914; extract E.B. X., p. 200, No. 2) lays down the principle that "the labour of a human being is not a commodity or article of commerce," and provides that no provision of the Anti-Trust Laws "shall be construed to forbid the existence and operation of labour, agricultural or horticultural organisations, instituted for the purposes of mutual help, and not having capital stock or conducted for profit or to forbid or restrain individual members of such organisations from lawfully carrying out the legitimate objects thereof." Such organisations are not to be held to be illegal combinations or conspiracies in restraint of trade and treated accordingly under the Anti-Trust Laws. Under the Act, injunctions may be issued in connection with trade disputes

only when they are necessary to prevent irreparable injury to property or to a property right. But no injunction may now be issued to prohibit any person or persons, whether singly or in concert, (1) from ceasing to work or persuading others by peaceable means to do so, (2) from attending at any place where they may lawfully be for the purpose of peacefully obtaining or communicating information or of peacefully persuading any person to work or to abstain from working (peaceful picketing), (3) from ceasing to patronise or employ any party to the dispute or from persuading others by peaceful and lawful means to do so (boycotting), (4) from giving or withholding from any person engaged in the dispute any strike benefits or other moneys or things of value, and (5) from doing any act which might lawfully be done in the absence of any dispute.

In a statement presented to Congressman Underwood on 17th October, 1914, President Wilson expressed himself as follows on the object of the Clayton Law in its application to the workers: "Incidentally, justice has been done the laborer. His labor is no longer to be treated as if it were merely an inanimate object of commerce disconnected from the fortunes and happiness of a living human being, to be dealt with as an object of sale and barter. But that, great as it is, is hardly more than the natural and inevitable corollary of a law whose object is individual freedom and initiative as against any kind of private domination."—(*American Federationist*, 1914, p. 974.)

### 2.32. CONCILIATION AND ARBITRATION.

**AUSTRALIA: Commonwealth.** The Conciliation and Arbitration Act of 15th December, 1904, which had already been repeatedly amended (see E.B. VII., p. XCV.) was again amended during the year 1914, namely, by the following Acts:—

(1) The Act of 10th October, 1914 (Title E.B. X., p. 256, No. 17), which had a special object, namely, merely to give the executive authorities power to appoint a substitute in the event of the President of the Conciliation and Arbitration Court being out of the country (now §14a of the Consolidated Act).

(2) The Act of 7th December, 1914 (for the text of the corresponding Sections of the Principal Act as amended, see E.B. X., p. 256, No. 18), the principal object of which is to prevent the obstructing effect of decisions of the High Court on the work of the Conciliation and Arbitration Court. In introducing the Bill into the House of Representatives, the spokesman of the Government (Fisher Administration, Labour Party) maintained that the line recently taken by the High Court (reference being specially made to the tramway prohibition case described below) was contrary to the original intention of the conciliation and arbitration legislation and was likely to disturb industrial peace, and that, if the Bill brought about no improvement, it would be necessary to extend the constitutional basis of the system of arbitration.—The following points may be noted in connection with the most important provisions of the amending Act. It had transpired that members of trade unions had been dismissed or penalised by their employers merely because they had appeared as witnesses before the Arbitration Court. Section 2 of the amending Act, which replaces §9 of the old Act, makes this reason for penalising workers illegal, in addition to the other reasons there named, but, at the same time, prohibits the workers, under penalty, from going out on strike because their employer has given evidence before the Arbitration Court.—Section 3 of the amending Act, by amending §19 of the Principal Act, aims at removing the difficulties which, as a result of the decision of the High Court in the tramway case, had been placed in the way of appealing to the Conciliation and Arbitration Court. In this case, the High Court

had decided that an organisation, even after registration as such by the registrar of the Arbitration Court, could not legally appear before the latter as plaintiff if it was proved that there had been any irregularity in the formation or registration of the organisation, regardless of whether the members were aware of it or not. The Act consequently allows any "association registered for the time being as an organisation" to appear before the Court.—Section 6 of the amending Act, by inserting a new §21aa, makes it possible, when an alleged industrial dispute is submitted, for application to be made to the High Court for a decision whether the intervention of the Arbitration Court is legally justified. The object of this provision is to prevent the High Court from issuing a writ of prohibition after years of costly proceedings. As was pointed out by Senator Gardiner on 27th November, 1914, in the Senate, in accordance with the decisions of the High Court, very serious industrial unrest, in connection with which it had even been found necessary to get permission to call out the troops, had been held not to be disputes within the meaning of the Arbitration Act (*cf.* Parl. Debates, Senate, p. 1151).

*New South Wales.* The Industrial Arbitration Act of 15th April, 1912 (Text E.B. VIII., p. 187), contains in its first Schedule a list of the industries and callings for which industrial boards were to be established. A number of further industries and callings were added to this Schedule on 14th December, 1912 (Text E.B. X., p. 283, No. 17).

*Queensland.* A system of wages boards on the lines of the Victorian legislation was introduced in Queensland by the Act of 15th April, 1908 (Text E.B. III., p. 168, No. 1; later amended by the Act of 9th January, 1912), after Parliament had, in 1906, decided against the system of compulsory arbitration. The innovation introduced into Australian law by the New South Wales Act of 24th April, 1908 (Text E.B. III., p. 256), namely a combination of wages boards and arbitration, was the model on which the Queensland legislation on this subject was developed. The Act of 7th December, 1912 (Text E.B. X., p. 289, No. 10), known as the "Industrial Peace Act," shows the influence of the legislation of New South Wales and especially of the Act of 15th April, 1912 (E.B. VIII., pp. 187 and LXXXIV.). The Queensland Act is based similarly on the combined system of wages boards together with an Industrial Court. An original feature of the Act consists in the fact that the industrial boards (as the wages boards are called) form in effect courts of first instance, while the Industrial Court has, in general, the functions of a court of appeal.

The Judge of the Industrial Court must be a barrister or solicitor of at least five years' standing or already a Judge. The Court acts as a court of first instance only where there is no industrial board for a calling or where an existing board is guilty of wilful or unnecessary delay in making an award. The Court has jurisdiction to deal with matters submitted to it by the Minister or the Industrial Registrar, or by an employer of not less than 20 persons, or by at least 20 employees. As a rule, however, as already mentioned, the Court deals with appeal cases. The Judge may moreover, when in his opinion this is desirable in the public interest, act as a mediator and summon any person to appear at a conciliation conference; if in such a case, an agreement is arrived at, it is binding in the same manner as an award of the Court; if no agreement is reached the ordinary procedure takes its course (reference first to an industrial board and finally to the Industrial Court). The industrial boards are the same as the old wages boards, but with extended functions. A board may be established for every calling coming under the Act. In order to remove all possibility of political influence (*cf.* Parl. Debates, Council,

Vol. CXII., p. 1288) the Industrial Court is given the right to make recommendations as regards the setting up of boards and also, where the board fails to agree upon the choice of a chairman, as regards the nomination of a chairman to be appointed by the Governor in Council. The awards of the boards and of the Industrial Court are legally binding.

It is worthy of note that the Act contains no provision giving preferential treatment to members of trade unions. Up to the present this principle has not been accepted by the legislation of Queensland. The provisions as regards strikes and lock-outs are less drastic than those in several other States of the Commonwealth. The Queensland law only contemplates the "conditional prohibition" of a strike or lock-out. The Act makes a distinction according to whether or not the dispute concerns a "public utility," namely the supply of gas, electricity, water, milk, flour, bread, meat or fuel, and protection from fire. In both cases work must not cease until 14 days' notice has been given, and the Registrar has taken a secret ballot amongst the employers or employees concerned, the result of which is in favour of the lock-out or strike. In the case of public utilities, in addition, the matter must be considered by a compulsory conference called by the Judge of the Industrial Court. No strike or lock-out is lawful unless these conditions are satisfied.

**NORWAY.** The efforts which eventually led to the adoption of the Norwegian Act of 6th August, 1915, respecting industrial disputes (Text E.B. X., p. 308, No. 1) first found expression in a Government Bill of the year 1902 (Ot. prp. No. 11, 1902-3). This Bill proposed to make the registration of trade unions depend upon their acceptance in principle of a system of conciliation and arbitration. But neither this Bill nor a rather more far-reaching measure drafted in 1906, reached the stage of debate in Parliament. In 1908, at the instigation of Deputy Castberg, a Committee was appointed to investigate the question yet again (Solnordal's Report, 1909). A dispute which broke out in the summer of 1911 resulted, on 25th July, 1911, in the appointment of a new Government Commission. On 10th May, 1912, the Conservative Government then in power introduced a Bill based on the Committee's Report, which was known as the Stang Bill (Ot. prp. No. 29, 1912). This Bill distinguished between disputes of a judicial nature respecting the interpretation of collective agreements and conflicts of interests, and it provided for the latter being laid jointly by the two parties before an arbitration board for decision. At this early stage a number of trade unions raised objections on the ground that they had not been adequately consulted in the preparation of the Bill, and its consideration by Parliament was again postponed. On 17th January, 1913, the Government submitted a new Bill to the Odelsting (the second Stang Bill, Ot. prp. No. 11, 1913).

Then the re-election of Parliament brought a different majority into power. The Liberal Ministry, which replaced the former Conservative Government, withdrew the second Stang Bill, and replaced it on 11th April, 1913, by the Abrahamsen Bill (Ot. prp. No. 23, 1913). This Bill, like the earlier ones, still dealt with conciliation in industrial disputes, but contemplated in addition a system of compulsory arbitration; §45 provided that "a dispute shall be settled by arbitration, if the King shall find that, in view of its nature or extent, it endangers important public interests, if conciliation has been attempted in vain, and if the Storting has given its consent." In this case no cessation of work was to be allowed. Both the organised employers and the organised workers raised objections to the Bill. The executive of the National Trade Organisation of Workers (Arbeidernes faglige Landsorganisation) presented on

21st April a petition signed by 60,039 workers, protesting against any law which should check the workers' right to strike by any system of compulsory arbitration in disputes respecting the interests of the parties. A joint committee of workers and employers worked out another Bill. An extraordinary trade union congress, held in 1914, resolved to oppose the introduction of the Bill by the most strenuous efforts, and even to resort to a general strike, if necessary. The hopes of the opponents of the Bill that the Government would postpone its consideration until after the general election in the autumn of 1915, were not fulfilled. The Government introduced the Bill. Then the trade union leaders decided, on 5th May, 1915, to declare a general strike to begin on 22nd of that month, and instructed the trade unions to give notice to terminate all collective agreements. In spite of this threat the Parliamentary debates began. But at the sitting of the Odelsting on 11th May the Minister announced that, in view of the situation of the country during the present war, responsibility could not be taken for the position into which the country might be brought if a general strike were to break out. The Government, consequently, advised the House to delete the provisions of §45 respecting compulsory arbitration. The Minister stated, in addition, that the representatives of the Left supported the Government unanimously in this proposal. In view of this statement the Social Committee re-drafted the Bill in the sense in question (Indst. O. XII., 1915).

The Act which received the Royal Assent on 6th August, 1915, and came into force on 1st January, 1916, provides that disputes between a trade union and an employers' association respecting the validity, interpretation or existence of a collective agreement or respecting a demand based on a collective agreement (*i.e.*, judicial disputes) shall not be made the cause of a strike or lock-out. The Act defines a "trade union" as any association either of at least 25 workers, or of workers' organisations which together have at least 25 members, and which has an elected executive and the object of protecting the workers' trade and economic interests over against their employers. An employer's association under the Act is any association of employers or of employers' organisations, if they have an elected executive and the object of protecting the employers' interests over against their workers. Every trade union or employers' association is required to give written notice to the Social Department within one month after the Act comes into force or after the association is founded. The Act defines a strike as a total or partial cessation of work which the workers initiate corporately or by agreement amongst themselves, in order to force a settlement of a dispute between a trade union and an employer or an employers' association. A lock-out under the Act is a total or partial cessation of work which an employer initiates in order to force a settlement of a dispute between himself or another employer and a trade union, or between an employers' association and a trade union, regardless of whether other workers are taken on in place of those locked out. In order to deal with these disputes the Act establishes an Industrial Court, consisting of a president and four other members, appointed for three years. The president has to possess the qualifications prescribed for judges of the Supreme Court. Every employers' association comprising at least 100 employers employing at least 10,000 workers, and every trade union with at least 10,000 members, may nominate two persons as members of the Court. The members and two substitutes are then appointed from amongst those nominated. The disputes named can only be dealt with by the Industrial Court, and not by any other courts. But the parties may resort by agreement to private arbitration. The Act contains a number of provisions respecting procedure. A case is brought before the

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court by a written application transmitted to the president. The parties may appear in person or by authorised representatives. Witnesses may be called. The proceedings are oral unless both parties agree to written proceedings and the court sees no objection to this course. The court has to see that the case is fully elucidated. The proceedings are public as a rule, but the public may be excluded if reference is to be made to the secrets of a business or association. Awards must be pronounced as soon as possible after the proceedings are closed. Awards are final and may be enforced in accordance with the rules applying to judgments of the Supreme Court. There are no court fees, but the parties may be required to pay the whole or part of the costs.

Disputes between a trade union and an employer or employers' association respecting the regulation of terms of employment or wages or other conditions of work not covered by a collective agreement (*i.e.*, conflicts of interests) may not, under the Act, be made the object of a strike or lock-out until the term of notice has expired, or, in any case, until four working days have elapsed since notice that work is to cease has reached the official conciliator. If the cause of the strike is the question of concluding a collective agreement to replace an existing agreement, the term of application of the latter must likewise have expired. If notice to cease work has been given in cases of the kind in question, the State Conciliator or the official conciliator for the district in which the organisation giving the notice is situated, must be notified immediately. The State Conciliator is appointed by the King, for the whole kingdom. This official is to divide the kingdom into conciliation districts for each of which an official district conciliator is appointed, who, with two other conciliators chosen by him from a panel set up by the Social Department, forms the board of conciliation. As soon as the State Conciliator or a district conciliator is notified that negotiations have not been opened or that they have been broken off, or as soon as he becomes aware of the breach in any other manner, he is required to forbid any cessation of work until conciliation proceedings in accordance with the Act have been closed, if he considers that a cessation of work will cause injury to the public interests either in view of the nature of the undertaking or the extent of the dispute. If notice for work to cease has already been given he has, in the same circumstances, to forbid the contemplated cessation of work. The State Conciliator or the district conciliator has to open the conciliation proceedings immediately the prohibition has been announced. Even when a strike or lock-out is not prohibited he may institute conciliation proceedings either on his own initiative or at the request of one of the parties. He fixes the time and place for the proceedings, which need not take place in the conciliation district concerned. The conciliator summons the parties and also, where appropriate, the members of the board of conciliation. The rules applying to proceedings before the Industrial Court apply to the summoning of witnesses and other persons in conciliation cases. If an official conciliator deals with a case alone, he may collect all the necessary information in such a manner as he thinks good, and it is his duty to endeavour, to the best of his ability, to induce the parties to agree upon a reasonable settlement. If, at the request or with the consent of both parties, the matter is referred to the board of conciliation, the board is given the same powers as the official conciliator. The proceedings are held in private. If a settlement is reached, a collective agreement is drawn up with the co-operation of the conciliator. This agreement has to be signed by the parties or their representatives. When 10 days have elapsed since the cessation of work was prohibited, either party may require that the conciliation proceedings shall be closed, provided that the party in question has not stood aloof from or failed to co-operate in the pro-

ceedings. The proceedings must be closed at latest four days after a lawful request to this effect has been made. If the conciliation authority has submitted a final proposal for the settlement of the dispute, this must be entered in the record of the proceedings. If no settlement is reached, the conciliator who has conducted the proceedings may publish a report on the case in whatever manner he considers expedient. If a district conciliator has conducted the proceedings he is required to report on the matter to the State Conciliator, embodying in his report any final proposal for a settlement which may have been presented. If the members of a board of conciliation are not agreed, the Minority may present a separate report.

The Act contains further provisions respecting the later acceptance of the conciliation authority's proposals, and the resumption of proceedings after they have been closed. No fees are payable in connection with conciliation proceedings; each party bears its own costs in the absence of any agreement to the contrary.

## 2.4. Housing

*AUSTRALIA: New South Wales.* Two Acts were passed in 1912 with the object of providing dwellings, namely, the Housing Act of 4th April, 1912 (Title E.B. X., p. 263, No. 10), and the Sydney Corporation (Dwelling-Houses) Act of the same date (Title E.B. X., p. 263, No. 11). The first of these Acts provides for the appointment of a Housing Board of three members. The Government is empowered to acquire land. The Housing Board has to prepare this land for building purposes and draw up plans which must be ratified by the competent Minister. The Board may also, with the approval of the Minister, erect buildings and let them, in their discretion, for not more than seven years at a time; the rent has to be so fixed that it yields 4 per cent. on the capital value of the land and building, covers the insurance and other fees and the cost of repairs and also part of the expenses of management, and is sufficient to provide for a sinking fund in respect of the capital cost of the buildings. Such land and buildings may also be sold, but only for personal use, and only to men over 18 and unmarried women over 21 who do not already possess a home of their own. The necessary funds are voted by Parliament and administered under the name of the "Housing Fund"; the proceeds of sales and rents are also paid into this fund.—The second Act empowers the Corporation of Sydney to erect dwelling-houses and to sell or let them under such conditions as may seem good.

*Queensland.* In contradistinction to the New Zealand Housing legislation which is based on the leasehold system, the Queensland law [the Workers' Dwellings Act of 22nd December, 1909, and the administrative Order of 23rd February, 1910 (Titles E.B. X., p. 287, Nos. 1 and 3)] is based rather on the principle of freehold. For the administration of the law a "Workers' Dwelling Board" is set up, consisting of three Under-Secretaries of State. Parliament is required to vote certain credits; in addition, an amount not exceeding £250,000 is to be raised in the form of 4 per cent. debentures. From these funds, which are administered separately by the Treasury, the Board may make advances for the building of houses for personal use to the holders of freehold lands or of miners' homestead leases or residence areas within the meaning of the Mining Act of 1898, who are not already in possession of a dwelling in Queensland or elsewhere and whose income does not exceed £200 per annum. The advances may not exceed 13s. 4d. in the £ on the estimated value of the house and land, or £300 altogether. They have to be covered by mortgages.



The repayment of advances is effected in such a manner that the borrower has to pay 5 per cent. on the loan during the first six months, and thereafter 13s. 3d. for every £100, together with 5 per cent. interest ; the term for repayment is 20 years. The land in question may not be surrendered, divided or leased without the permission of the Board.—An amending Act, dated 9th January, 1912 (Title E.B. X., p. 288, No. 7), increases the sum to be raised by debentures to £350,000 and fixes the proportion between the advance and the estimated value at 15s. in the £ (instead of 13s. 4d.).

[See also 4·0 Australia (New South Wales).]

## 2.5. Administration

*AUSTRALIA : Commonwealth.* The Commonwealth Constitution itself provides, in §101, for the institution of an Inter-State Commission, " with such powers of adjudication and administration as the Parliament deems necessary for the execution and maintenance, within the Commonwealth, of the provisions of this Constitution relating to trade and commerce, and of all laws made thereunder," and contains, in §§102-104, more detailed provisions as regards the functions and composition of this Commission. After fruitless attempts in 1901 and 1909, this constitutional requirement was carried out by the Act of 24th December, 1912 (Title E.B. X., p. 256, No. 10). The Inter-State Commission, which is modelled on the lines of the American Inter-State Commerce Commission, is not limited in its functions to the regulation of railways. It possesses wide powers of investigation. Under §16 of the Act the Commission is charged with the duty of investigating all matters of public interest affecting (a) the production of and trade in commodities ; (b) the encouragement, improvement and extension of Australian industries and manufactures ; (c) markets outside Australia and the opening up of external trade generally ; (d) the effect of Tariff Acts or other legislation of the Commonwealth in regard to revenue, Australian manufactures, and industry and trade generally ; (e) prices of commodities ; (f) profits of trade and manufacture ; (g) wages and social and industrial conditions ; (h) labour, employment and unemployment ; (i) bounties paid by foreign countries to encourage shipping or export trade ; (j) population ; (k) immigration ; and (l) other matters referred to the Commission by either House of Parliament, by resolution, for investigation. The Commission consists of three members appointed by the Governor-General, of whom one must be of experience in the law.

*SWEDEN.* An Act, dated 18th October, 1912 (Text E.B. X., p. 341), amending the Act of 20th November, 1909 (Text E.B. VI., p. 340) respecting the prohibition of the night-work of women in certain industrial undertakings, replaces the Commercial Board as the authority empowered to issue permits for night-work over long periods (one to four months) by the State Department for Social Questions.

[See also 2·00, Norway ; 2·01, United States of America (District of Columbia) ; 2·03, Australia (New South Wales, Queensland) ; 2·11, Australia (New South Wales, Queensland) ; 2·13, Spain.]

### 3. International Workmen's Insurance

**GERMAN EMPIRE and THE NETHERLANDS.** Treaty supplementary to the treaty signed on 27th August, 1907 (Text E.B. II., p. 350), respecting accident insurance, dated 30th May, 1914 (Text E.B. X., p. 198).—The accident insurance treaty of 1907 between the German Empire and the Netherlands laid down, in general, for both parties what is known as the territorial principle: that is to say, that the activities of firms belonging to one of the contracting States which extend into the territory of the other shall come exclusively under the accident insurance laws of the latter (Article 1). But the treaty departed from this principle in Art. 2 as regards the travelling parts of transport undertakings and in Art. 3 as regards firms of any kind during the first six months of their activities in the case of persons who were engaged in a part of the business subject to the accident insurance of their own country until the time of their employment in the other country. In these two cases the workers were to be subject to the accident insurance laws of the country in which the business was domiciled. The supplementary treaty of 30th May, 1914 (Text E.B. X., p. 198), adds to the Treaty a new Article 3a, which provides that the place of residence of the insured persons shall not affect the question of insurance, but that in so far as the undertakings concerned are subject, in pursuance of Articles 1 to 3 to the accident insurance of one of the parties to the Treaty, the persons employed in such undertakings shall be subject to the insurance even if they do not reside in the territory of that party. This new provision was given retroactive effect in the case of accidents occurring before the coming into force of the supplementary Treaty, but in respect of which no decision had been issued by that date.—The Treaty was ratified in the German Empire by the Notification of 22nd May, 1915 (Text E.B. X., p. 212), and in the Netherlands by the Act of 6th March, 1915.

### 4. National Workmen's Insurance

#### 4.0. SICKNESS INSURANCE.

**AUSTRALIA: New South Wales.** An Act, dated 23rd September, 1908 (Title E.B. X., p. 260, No. 1), regulates the payment of State subventions to Friendly Societies.

The existing legal provisions respecting Friendly Societies were consolidated by an Act dated 26th November, 1912 (Title E.B. X., p. 283, No. 16). The Acts thus consolidated were:—The Friendly Societies Act of 1899; the Act of 1900 to amend the Friendly Societies Act; the Act of 1901 to further amend the Friendly Societies Act; the Building and Co-operative Societies Act of 1902; the Act of 1906 to amend the Friendly Societies Act (dated 12th December, 1906; Title E.B. III., p. 87, No. 8); and the Act of 1908 mentioned above authorising the payment of subventions to Friendly Societies.—The Act of 7th January, 1913 (Title E.B. X., p. 285, No. 19), introduces an amendment of minor importance in the Act of 1906.

**Queensland.** The existing legislation respecting Friendly Societies, namely, the Friendly Societies Act of 1894 and the amending Acts of 1902 and 1912, were consolidated and amended in various respects by a comprehensive Act dated 29th October, 1913 (Title E.B. X., p. 308, No. 14). The provisions respecting the examination of accounts, and the valuation of assets, and financial control proved to be especially in need of amendment. The laws of

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New South Wales, Victoria and New Zealand on this subject all contained provisions, which it was found desirable to adopt in amending the Queensland legislation. The number of members in the 505 Friendly Societies of Queensland amounted in 1911 to 45,190, and their funds to £578,555.

*Victoria.* Two minor amendments were introduced into the Friendly Society laws of Victoria (*i.e.*, the Principal Act of 1890 and various amending Acts, by the Act of 5th October, 1914 (Title E.B. X., p. 286). The more important of these amendments was to the effect that trade unions were authorised in future, with the permission of the Government Statist, to use surplus funds, at their discretion, for the purposes of the union.

#### 4.1. ACCIDENT INSURANCE.

*AUSTRALIA : New South Wales.* (a) By an Act, dated 19th August, 1910 (Title E.B. X., p. 260, No. 2), the old system of employers' liability (under which the worker, in order to make good a claim for damages, had to prove that the employer or his representative had been guilty of negligence) was replaced by a compensation scheme, under which the burden of proof is reversed, on the plan of the British legislation and in imitation of the Acts of New Zealand, South Australia and Queensland. The scope of the Act extends to dangerous occupations—including State undertakings: *i.e.*, to work on railways and tramways, in factories and workshops, mines and quarries, on wharves, in the building trade, in wool stores and other industries declared by Government Proclamation, in pursuance of a resolution of Parliament to be dangerous. But only workers where at least four persons are employed come under the Act, and only the manual workers in the undertakings affected. The employer is required to pay compensation to a worker who suffers bodily injury arising out of and in the course of his employment, provided that he is completely disabled for more than two weeks and that the injury was not caused by serious and wilful misconduct. The scale of compensation provided by the Act (Schedule 2) is as follows:—

(1) In case of death—

(a) If the worker leaves total dependants: Three times the annual earnings or at least £200, whichever is the larger, but not more than £400;

(b) If the worker leaves partial dependants: An amount to be fixed by agreement or by arbitration not exceeding the maximum named under (a);

(c) If the worker leaves no dependants: The expenses of medical treatment and burial, up to £12, if these are not borne by a Friendly Society;

(2) In case of total or partial incapacity: Weekly compensation after the second week amounting to 50 per cent. of the average weekly earnings of the worker, but not more than £1 a week and £200 altogether.

If workers over 60 years of age have agreed in writing with their employers upon a maximum sum to be payable as compensation, not more than this amount may be awarded; but the sum in question may not be less than (i.) £50 in the case of death if there are dependants, and (ii.) 5s. a week after the second week until £50 has been paid altogether in the case of total or partial incapacity. Where a worker has procured, in accordance with the regulations, a certificate from a medical referee to the effect that, as a result of age or physical or mental infirmity, he is exposed to the risk of accident to an exceptionally high degree, or that for the same reasons an accident would have especially serious results in his case, and if he has agreed in writing with his

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employer upon a maximum sum to be paid in compensation, not more than this amount may be awarded ; but the sum in question may not be less (i.) in case of death, if there are dependants, than £25 or 39 times the amount of the average weekly earnings, whichever sum is the larger ; or (ii.) in case of total or partial incapacity, than 5s. a week after the second week or one-quarter of the average weekly earnings (whichever sum is the larger) until £50 has been paid altogether. Workers under 21 whose average earnings are less than £1 are entitled to 100 per cent. of their earnings, but not more than 10s. a week. Claims for compensation amounting to more than £30 have to be brought before the District Court ; claims for smaller amounts are dealt with by the Stipendiary or Police Magistrate. Notice of the accident has to be given as soon as possible after it occurs and before the injured workman has voluntarily left the employer's service ; a claim for compensation has to be made within six months of the accident or of the death. The scheme of compensation under the Act may be departed from in pursuance of a compensation or insurance scheme agreed upon by the employer and workers (contracting out). But any such scheme must, on the whole, be not less favourable for the workers and their dependants than the Act itself, which fact has to be verified by the Registrar of Friendly Societies after hearing the views of both parties. No person may be compelled to join in any such scheme. Where work is sub-contracted the principal contractor is responsible for the compensation ; but he may procure indemnity from the sub-contractors.

(b) The Miners' Accident Relief Act of 1900 was amended by an Act. dated 27th August, 1910 (Title E. B. X., p. 261, No. 5), chiefly as regards the extension of its benefits to further groups of miners (workers employed by a contractor or by a person working the mine upon tribute, checkweighmen, etc.).

A further Bill to amend the Miners' Accident Relief Act was introduced in the Parliamentary Session of 1911, but met with opposition as a consequence of its far-reaching financial effects. The most strenuously opposed provision (the inclusion of sewer miners) was meantime dropped as a result of these workers being taken over by the State and the Board of Water Supply and Sewerage, and the Government were consequently able to submit a Bill without this provision to Parliament in the 1912 Session. The amending Act, which came into force on 20th December, 1912 (Title E. B. X., p. 285, No. 18), contains merely a few amendments to the Principal Act. Amongst other things, it extends the scope of the prescribed accident relief to mines employing as a rule 10 workers (formerly 15) ; the Miners' Accident Relief Board is also somewhat modified ; the weekly allowance for each child is raised from 2s. 6d. to 5s.

*Queensland.* The Workers' Compensation Act of 20th December, 1905 (Text E. B. III., p. 88, No. 2), in §a (2), I., exempted employers from paying compensation for accidents where the incapacity lasted less than two weeks. An amending Act, dated 29th December, 1909 (Title E. B. X., p. 287, No. 2), reduces this time limit of two weeks to three days.

*SWITZERLAND.* A short Act supplementing the Federal Act respecting sickness and accident insurance (dated 13th June, 1914 ; Text G. B. XI., p. 174 ; English translation in the "Bulletin of the Bureau of Labor," Washington, No. 103. August, 1912) was adopted on 18th June, 1915 (Text E. B. X., p. 214), with the object of facilitating the introduction of the system of accident insurance and of removing certain difficulties. The chief matter in question was the removal of the danger of the occupiers of compulsorily insured undertakings having to pay double accident insurance premiums for a time, namely, those of their previous private insurance and those payable to the Federal Fund. This uneconomic double insurance was made impossible by a provision to the effect that the

private insurance contracts of an employer coming under the compulsory insurance should expire as soon as the undertaking in question should be declared subject to the compulsory federal Accident Insurance Fund (§1 *et seq.*). A further amendment places claims for State premiums under the system of accident insurance in a privileged position in two respects : (1) These claims are given a preferential right in distraint and bankruptcy, and are advanced from the 5th to the 2nd class under the Federal Act respecting prosecutions for debt and bankruptcy ; (2) a declaration rendering enforceable an application for premiums is to be regarded as a judgment having the force of law, given by a Federal authority within the meaning of §81 of the Federal Act respecting prosecutions for debt and bankruptcy (§§11-13). A third amendment supplements and elucidates §60 of the Sickness and Accident Insurance Act, which enumerates the persons subject to compulsory insurance with the Federal Institution. Paragraph 4 of this Section made insurance compulsory in "undertakings which produce or use explosive substances by way of trade." Since, as a result of this provision, the very smallest store of benzine and every undertaking using gas came under the compulsory insurance, the expression "explosives" (Sprengstoffe) was substituted for "explosive substances" (explodierbare Stoffe) ; but, on the other hand, in a new §60 *bis*, the Federal Council was empowered to declare insurance to be obligatory in "undertakings which, by way of trade, produce or make use of, in large quantities, substances which are explosive or injurious to health, or in which such substances are given off." The same Section empowers the Federal Council to extend the insurance similarly in the case of a series of other undertakings and circumstances (electrical works, undertakings using dangerous machines or working in direct connection with the carrying trade, works carried out on behalf of public departments, etc.).

[See also 2·13, Spain ; 3·0, German Empire—Netherlands ; 4·3, Australia (Commonwealth).]

#### 4.2. OLD AGE, INVALIDITY AND DEPENDANTS' INSURANCE.

**AUSTRALIA : Commonwealth.** By an Act dated 6th November, 1912 (Title E.B. X., p. 255, No. 3), a credit of three million pounds, and by another Act, dated 21st December, 1914 (Title E.B. X., p. 260, No. 19) one of 5½ million pounds was voted for the purposes of the Invalid and Old Age Pensions Act.

The Principal Act respecting Old Age and Invalidity Pensions, dated 10th June, 1908-13th August, 1909 (Text E.B. III., p. 245, No. 1, and V., p. 252, No. 2), was amended and supplemented in the following essential points by an Act dated 24th December, 1912 (Title E.B. X., p. 255, No. 6) : (1) Gifts or allowances given to a pensioner by children, grandchildren, etc., is included in the income not taken into consideration in assessing the pensions ; (2) naturalised subjects were made entitled to pensions, where otherwise eligible, from the time of their naturalisation, whereas the Principal Act required a waiting period of three years ; (3) the right to a pension was previously dependent upon the recipient being "permanently incapacitated" ; since it frequently occurred that in cases of blindness the doctors gave no proof of permanent incapacity for work, but on the other hand since the Treasury, since the Act came into operation, had invariably treated totally blind persons as entitled to pensions, if otherwise qualified, the amending Act regularised the position by providing that "permanently incapacitated persons should include the permanently blind" ; (4) under the Principal Act, the pension was subject to certain deductions, if the pensioner was in possession of real or personal property ; this provision proved too hard on old people who

happened to possess a house. Consequently the amending Act interprets §24 (2) of the Principal Act as follows : "Where the pensioner has accumulated property the amount of a pension shall be subject to a deduction of £1 for every complete £10 by which the net capital value of the accumulated property exceeds £50. Provided that, where both husband and wife are pensioners, except where they are living apart pursuant to any decree, judgment, order or deed of separation, the deduction in the case of each of them shall be £1 for every complete £10 by which the net capital value of the accumulated property exceeds £25." Section 25 (b) now reads as follows : "The net capital value of accumulated property shall be assessed in the prescribed manner, and, unless otherwise prescribed, the following provisions shall apply . . . (b) from the capital value of such accumulated property there shall be deducted all charges or encumbrances lawfully and properly existing on the property other than the home, and the residue remaining shall be deemed to be the net capital value of all accumulated property.

*New South Wales.* As soon as the Australian Commonwealth Act of 10th June, 1908 (Text E.B. III., p. 245, No. 2), introduced a system of invalidity and old age pensions for the whole Commonwealth, there was no longer any room for legislation in the different States on this subject. Consequently the New South Wales Old Age Pension Act of 1900 and Invalidity and Old Age Pensions Act of 1907 (24th December, 1907; Text E.B. V., p. 255), were repealed by the Act of 12th July, 1911 (Title E.B. X., p. 262, No. 9). The eight or nine cases which could not be brought under the Commonwealth Act were specially provided for by the Department of the Colonial Secretary and the Minister for Agriculture.

#### 4.3. INSURANCE OF EMPLOYEES AND OFFICIALS.

*AUSTRALIA: Commonwealth.* An Act dated 24th December, 1912 (Title E.B. X., p. 256, No. 8), provides for accident compensation for Australian Commonwealth employees and workers, on the lines of the British Workmen's Compensation Act. Compensation is payable to a worker for accidents arising out of and in the course of employment in the service of the Commonwealth, with the following limitations; (a) the worker is not entitled to recover compensation at the same time under the Act and independently of it; notwithstanding the Commonwealth remains liable at common law; (b) misconduct bars a claim to compensation except in the case of death or permanent and serious disablement; (c) in case of death, only the expenses of medical attendance and funeral are payable; (d) if the claimant has other claims to compensation, he can only proceed under the Commonwealth Act if he renounces the other claims; (e) if the worker continues in the service of the Commonwealth, his wages are deducted from the compensation. "Workmen" entitled to compensation under the Act are persons employed in manual labour or clerical work, and apprentices, with the exception of (a) persons other than manual labourers, with an income exceeding £500 per annum; (b) out-workers; (c) members of naval or military forces on active service. Notice of the accident has to be given as soon as practicable, and before the worker has voluntarily left the service of the Commonwealth; a claim for compensation must be made at latest six months after the accident or the death. In the case of contract work, the Commonwealth is liable to pay compensation in proportion to the workman's earnings, unless the liability to pay compensation was transferred by contract to the contractor. The Governor-General is empowered to appoint medical referees for the purposes of the Act.

## CVII.

The scale of compensation under the Act is as follows (Schedule I) :

(1) In case of death—

(a) if the worker leaves dependants totally dependent upon his earnings : three times the annual earnings or £200, according to which sum is the larger, but not more than £500. (Adopted children and mothers-in-law are included amongst dependants as well as illegitimate children, etc.)

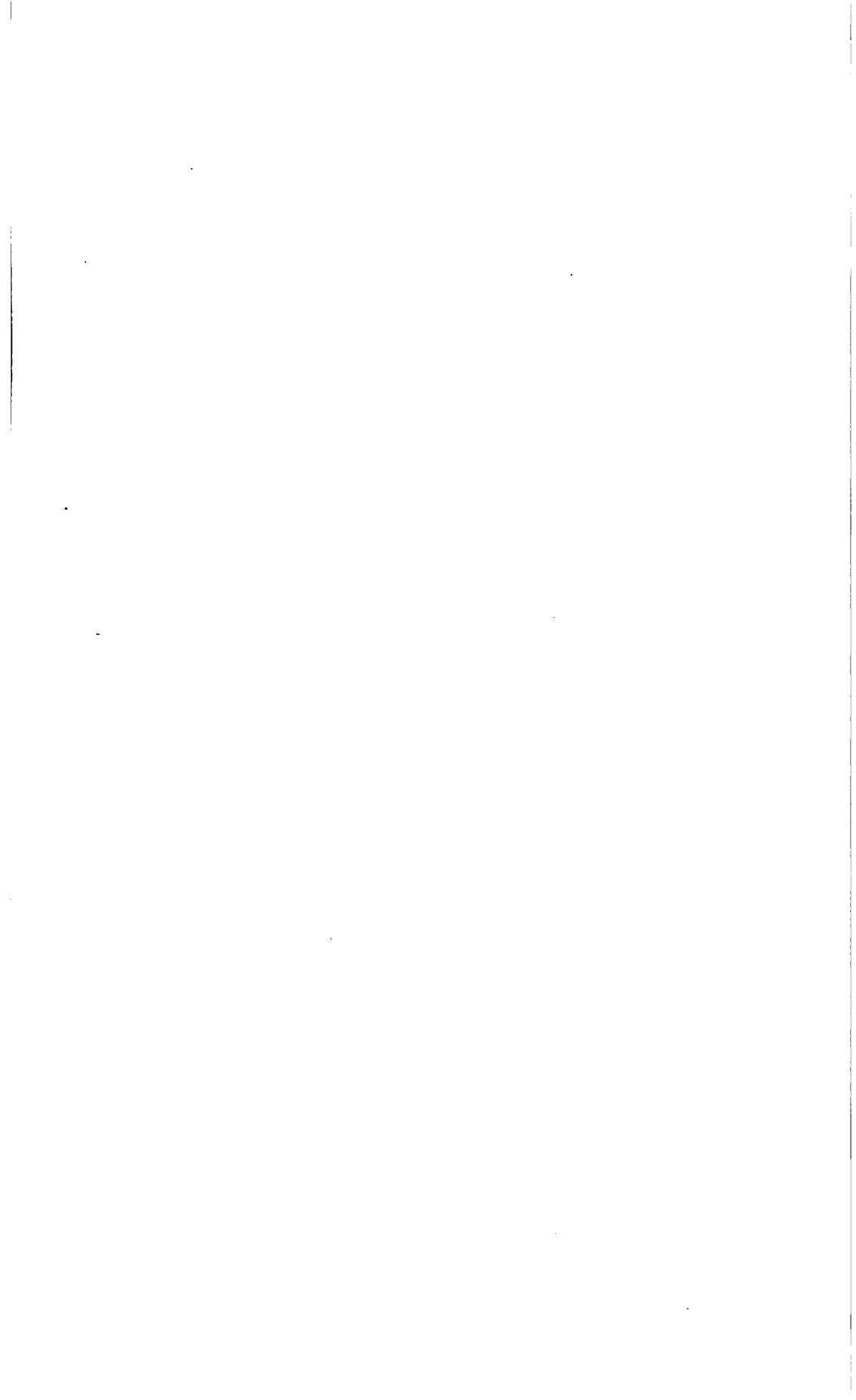
(b) if the worker leaves dependants who are only partially dependant upon his earnings : an amount not exceeding the maximum under (a), to be fixed by agreement or arbitration.

(c) if the worker leaves no dependants : the expenses of medical attendance and burial, not exceeding £30.

(2) In case of total or partial incapacity for work : weekly compensation not exceeding 50 per cent. of the average weekly earnings of the worker, but not more than 40s. a week. Workers under 21 whose average earnings are less than 20s. a week receive 100 per cent. of their earnings, but not more than 10s. a week.

*New South Wales.* The pensions of the staffs of State railways and tramways were regulated by an Act dated 27th August, 1910 (Title E.B. X., p. 260, No. 3).

*Queensland.* In Queensland, the Act of 7th December, 1912, to create a pensions fund for public servants and their dependants (The Public Service Superannuation Act of 1912) regulates the superannuation pensions of public servants, provided by a system of compulsory contributions deducted from the employees' salaries, with State subsidies.





# I. CHRONOLOGICAL INDEXES

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## (a) Laws and Orders in Vol. X. of the English Edition of the Bulletin of the International Labour Office.

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(An asterisk denotes that the title and reference only is given in the BULLETIN.)

### INTERNATIONAL LABOUR LEGISLATION

1914. Treaty between the German Empire and the Netherlands, supplementary to the Treaty signed on 27th August, 1907, respecting accident insurance (No. 4757). 30th May, pp. CII., 197.

### NATIONAL LABOUR LEGISLATION

#### AUSTRIA-HUNGARY: *Austria.*

1913. Decree respecting Sunday rest and breaks in work in industrial undertakings. 22nd September, pp. IX., 1.  
1914. Royal Order respecting the accident insurance of miners. 7th April, pp. XVIII., 8.  
*Hungary.*  
1912. Order for the carrying into effect of §V. of the Laws of 1911, relating to the prohibition of the manufacture of matches, etc., from white or yellow phosphorus. 31st December, pp. XI., 12.

#### BELGIUM.

1914. Act to amend the Act of 13th December, 1889, relating to the employment of women, young persons and children. 26th May, pp. VII., 14.

#### BRITISH COLONIES.

##### *Commonwealth of Australia.*

1911. An Act to amend the Commonwealth Electoral Act, 1902-1909. 22nd December, pp. XCIII., 255.\*  
1912. An Act to amend the Sugar Bounty Act, 1905-1910. 29th October, pp. LXXXI., 255.\*  
An Act to grant and apply out of the Consolidated Revenue Fund a sum for Invalid and Old Age Pensions. 6th November, pp. CV., 255.\*  
An Act to amend the Referendum (Constitution Alteration) Act, 1906-1910. 6th November, pp. XCIV., 255.\*  
An Act to repeal the Sugar Bounty Act, 1905-1912. 24th December, pp. LXXXII., 255.\*  
An Act to amend §§4, 16, 22, 23, 24, 25, 26, 27, 40 and 49 of the Invalid and Old Age Pensions Act, 1908-1909, and to amend that Act in relation to blind persons and the punishment of offences. 24th December, pp. CV., 255.\*  
An Act to amend the Manufactures Encouragement Act, 1908. 24th December, pp. LXXXII., 256.\*

- An Act relating to compensation to workmen employed in the service of the Commonwealth for injuries suffered in the course of their employment. 24th December, pp. CVI., 256.\*
- An Act to provide for bounties on wood pulp and rock phosphate and rewards for the discovery of rock phosphate. 24th December, pp. LXXXII., 256.\*
- An Act relating to the Inter-State Commission. 24th December, pp. CI., 256.\*
- An Act to amend the Bounties Act, 1907. 24th December, pp. LXXXII., 256.\*
- The Immigration Act, 1912. 24th December, pp. LXXXVI., 256.\*
1913. Provisional Regulations under the Wood Pulp and Rock Phosphate Bounties Act, 1912. 4th April, pp. LXXXII., 256.\*
- An Act relating to navigation and shipping. 24th October, pp. XCII., 256.\*
- An Act to provide a bounty to growers of sugar cane and beet. 30th October, pp. LXXXII., 256.\*
- An Act to provide for the construction of a railway in the Northern Territory from Pine Creek to the Katherine River, the appointment of officers, the making of charges and the appropriation of money in connection with such railway. 19th December, pp. LXXXII., 256.\*
1914. An Act to amend the Commonwealth Conciliation and Arbitration Act, 1904-1911. 10th October, pp. XCV., 256.\*
- An Act (No. 2) to amend the Commonwealth Conciliation and Arbitration Act, 1904-1911. 7th December, pp. XCV., 256.
- An Act to provide for the payment of bounty on the manufacture of pig-iron from Australian ore. 21st December, pp. LXXXII., 260.\*
- An Act to grant and apply out of the Consolidated Revenue Fund a sum for Invalid and Old Age Pensions. 21st December, pp. CV., 260.\*

*New South Wales.*

1908. An Act to authorise payments in subvention of Friendly Societies in certain cases, and for purposes consequent thereon or incidental thereto. 23rd September, pp. CII., 260.\*
1910. An Act to amend the law with respect to compensation to workmen for injuries suffered in the course of their employment, and for purposes consequent thereon or incidental thereto. 19th August, pp. CIII., 260.\*
- An Act to provide superannuation allowances and gratuities for persons employed in the railway and tramway services, to amend the Acts regulating the public service and the Government Railway Act, 1901, and for purposes consequent thereon or incidental thereto. 27th August, pp. CVII., 260.\*
- An Act to provide for a Saturday half-holiday every Saturday in shops, and to amend the law with regard to the early closing of shops, and for purposes consequent thereon or incidental thereto. 27th August, pp. XC., 260.
- An Act to amend the Miners' Accident Relief Act, 1900, and the Miners' Accident Relief (Amendment) Act, 1901, and for other purposes. 27th August, pp. CIV., 261.\*
- An Act to amend the Early Closing Acts and the Saturday Half Holiday Act, 1910, and for purposes consequent thereon. 20th December, pp. XCI., 261.
- An Act to amend the Coal Mines Regulation Act, 1902, and for other purposes. 28th December, pp. LXXXVII., 262.\*
1911. Ministerial Order (prohibition of employment of males under the age of 16 years or of females). 16th May, pp. LXXXVII., 262.
- An Act to repeal the Old Age Pensions Act, 1900, and the Invalidity and Accidents Pensions Act, 1907. 12th July, pp. CVI., 262.\*
1912. An Act to provide for the purchase, resumption and appropriation of lands, and for the construction and maintenance of certain buildings and works, for the use or disposal of such lands and buildings; to constitute a Board for the above and other purposes, and a Fund to meet the expenses of carrying out the above provisions; for purposes consequent thereon or incidental thereto; and to amend certain Acts. 4th April, p. 263.\*
- An Act to enable the Municipal Council of the city of Sydney to erect and let dwelling-houses, and for that purpose to acquire land; to extend the borrowing powers of the said Council; to amend certain Acts relating to the Corporation of the city of Sydney; and for purposes consequent thereon or incidental thereto. 4th April, pp. C., 263.\*
- An Act to consolidate enactments relating to the regulation of coal mines and collieries. 26th November, pp. LXXXVII., 263.
- An Act to consolidate the Acts controlling scaffolding and lifts. 26th November, pp. LXXXI., 264.\*

An Act to consolidate the enactments relating to the supervision and regulation of factories, bakehouses, laundries, dye works and shops; the limitation in certain cases of the hours of working therein; the extension of the liability of employers for injuries suffered by employees in certain cases; the making provision for a minimum wage for certain persons, and for the payment of overtime and tea-money; and for other purposes. 26th November, pp. LXXIII., LXXVII., 264.

An Act to consolidate the laws relating to banks and Bank Holidays. 26th November, pp. XCI., 283.\*

An Act to consolidate the Acts relating to Friendly Societies. 26th November, p. 283.\*

Amendment of Schedule of Industrial Arbitration Act, 1912. 14th December, pp. XCVI., 283.

An Act to amend the Miners' Accident Relief Act, 1900, the Miners' Accident Relief (Amendment) Act, 1901, and the Miners' Accident Relief (Amendment) Act, 1910, and for other purposes. 20th December, pp. CIV., 285.\*

1913. An Act to amend the Friendly Societies (Amendment) Act, 1906. 7th January, pp. CII., 285.\*

Regulations under the Factories and Shops Act, No. 39, 1912. 29th April, pp. LXXIII., 285.

An Act to amend the Coal Mines Regulation Act, 1912; to bring certain persons under the Public Service Act, 1902; and for purposes consequent thereon or incidental thereto. 15th October, pp. LXXXVII., 286.\*

1915. An Act to prohibit the use of white phosphorus in the manufacture of matches; to prohibit the sale of matches made with white phosphorus; to amend the Factories and Shops Act, 1912; and for purposes consequent thereon or incidental thereto. 9th February, pp. LXXXIX., 286.

#### *Queensland.*

1909. An Act to enable the Government to assist persons in receipt of small incomes to provide homes for themselves. 22nd December, p. 287.\*

An Act to amend the Workers' Compensation Act of 1905 by extending its provisions to cases of disablement for three days and upwards, by extending the time during which compensation shall be payable. 29th December, pp. CIV., 287.

1910. Regulations under the Workers' Dwellings Act of 1909. 23rd February, pp. C., 287.\*

1911. An Act to make better provision for the regulation and inspection of mines. 7th January, pp. LXXXVIII., 287.

An Act to authorise the construction and establishment of sugar works by means of moneys advanced by the State, and to provide for the repayment of such moneys and for the maintenance, management and control of such sugar works, and for other purposes connected therewith. 26th October, pp. LXXXVII., 288.\*

An Act to consolidate and amend the law relating to State children. 30th November, pp. LXXVII., 288.

1912. An Act to amend §§5 and 7 of the Workers' Dwellings Act of 1909 in certain particulars. 9th January, pp. CI., 288.\*

Regulations under the State Children Act of 1911. 18th July, pp. LXXVII., 288.\*

An Act to make provision for holidays and for other purposes connected therewith and to repeal the Bank Holidays Acts, 1904-1906. 5th December, pp. XCI., 289.\*

An Act to make better provision for industrial peace and for purposes incidental to that object. 7th December, pp. XCVI., 289.

An Act to amend the Inspection of Machinery and Scaffolding Act of 1908. 7th December, pp. LXXXI., 308.\*

1913. Regulations under the Industrial Peace Act of 1912. 20th March, p. 308.\*

Regulations under the Inspection of Machinery and Scaffolding Acts, 1908-1912. 29th May, pp. LXXXI., 308.\*

An Act to consolidate and amend the law relating to Friendly Societies. 29th October, pp. CII., 308.\*

1914. An Act to amend §50 of the Factories and Shops Act of 1900 in a certain particular. 23rd October, pp. XC., 308.

#### *Victoria.*

1911. An Act to further amend the Friendly Societies Act, 1907. 4th September, pp. XV., 85\*.

- An Act relating to the pension and compensation rights of certain officers and employees in the Railway Service and the reinstatement of certain persons in the Railway Service and for other purposes. 20th October, pp. XX., 85.\*
- An Act to ensure the better provision of hut accommodation for shearers and others. 24th October, pp. X., 85.\*
1912. An Act to further amend the Public Service Acts and for other purposes. 2nd December, pp. XII., 85.\*
- An Act to consolidate the law relating to the supervision and regulation of factories and shops. 7th December, pp. I., 85.\*
- An Act to amend the Boilers Inspection Act, 1906. 31st December, pp. XV., 85.\*
- An Act to amend the Factories and Shops Act, 1912. 31st December, pp. I., 85.
1914. An Act to enable Municipal Councils to provide workers' dwellings and for other purposes. 3rd February, pp. XIV., 86.\*
- An Act to further amend the Mines Act and for other purposes. 17th February, pp. XI., 86.
- An Act to provide for compensation to workers for injuries occurring in the course of their employment. 20th February, pp. XVI. 87.\*
- An Act to further amend the Factories and Shops Act, 1912. 2nd November, pp. III., 87.
- An Act to amend the Friendly Societies Acts. 5th October, pp. CIII., 286.\*

#### FRANCE.

1913. Act relating to the recruitment of the Army. 7th August, pp. XX., 16.  
Act relating to enlistment and re-enlistment in the Navy and to amend the Act of 24th December, 1896, concerning enlistment in the Navy. 8th August, pp. XX., 17.
1914. Decree relating to dangerous work prohibited to children and women. 21st March, pp. VIII., 103.
1915. Act to amend Titles III. and V. of the first book of the Code of Labour (wages of women home-workers in the clothing trade). 10th July, pp. LXXXIII., LXXXVI., 201.
- Circular of the Minister of Labour respecting the Act of 10th July, 1915 (wages of women home-workers in the clothing trade). 24th July, p. 206.

#### GERMANY: EMPIRE.

1914. Notification with respect to provisions for the carrying out of the Act relating to the sale of potash. 2nd February, pp. XI., 105.  
Notification relating to the temporary provisions for the re-gauging of miners trucks and corfs in quarrying undertakings, etc. 12th March, pp. XI., 106.
1915. Notification respecting the ratification of the Treaty signed on 30th May, 1914, between the German Empire and the Netherlands, supplementary to the Treaty of 27th August, 1907, respecting accident insurance. 22nd May pp. CII., 212.

#### GREECE.

1914. Act relating to Associations (No. 281). 21st June/4th July, pp. XIII., 18.

#### NORWAY.

1915. Act respecting industrial disputes. 6th August, pp. XCVII., 308.  
Act respecting the protection of workers in industrial undertakings. 18th September, pp. LXXIII., 323.

#### PORTUGAL.

1915. Act No. 295, to regulate the working day of commercial employees. 22nd January, pp. XII., 106.  
Act No. 296, to regulate the working day in industrial undertakings. 22nd January, pp. IX., 107.  
Act No. 297, to amend various Sections of the Order relating to the employment of minors and women in industrial undertakings. 22nd January, pp. VIII., 109.

#### SPAIN.

1913. Royal Decree fixing the maximum normal day of actual work for workers of both sexes in the textile industry, providing that the remuneration for piece-work shall be increased by a percentage corresponding to the diminution of hours brought about by this Royal Decree, and laying down rules for the application of the same. 24th August, pp. LXXXIX., 212.

**SWEDEN.**

1912. Act to amend §2 of the Act of 20th November, 1909, respecting the prohibition of the employment of women on night-work in certain industrial undertakings. 18th October, pp. CI., 341.

**SWITZERLAND : CONFEDERATION.**

1914. Federal Act respecting Military Insurance. 23rd December, pp. XV., 23.  
 1915. Federal Act to supplement the Federal Act of 13th June, 1911, respecting insurance against sickness and accidents. 18th June, pp. CIV., 214.

**CANTONS :***Basle Town :*

1914. Decree of the State Council to supplement the Order of 15th December, 1906, and 9th February, 1910, relating to regular night-work for apprentices 14th May, pp. X., 112.  
 Act to amend the Act of 16th December, 1909, relating to the establishment of a State Unemployment Fund and to the subsidising of private Unemployment Funds. 28th May, pp. XXI., 113.  
 Order relating to the protection of workers and the prevention of accidents in building operations. 27th June, pp. XII., 113.

*Fribourg.*

1914. Decree by the State Council respecting the regulation of the Cantonal Labour Exchange or Labour Office for Men. 26th March, pp. XIII., 112.\*

*Lucerne.*

1913. Act respecting the public days of rest. 26th November, pp. LXXIX., 218.

*Neuchâtel.*

1910. Act respecting the weekly day of rest. 24th November, pp. LXXX., 223.\*  
 1912. Decree to amend §§9, 10 and 13, last paragraph, of the Act respecting the weekly day of rest. 21st November, pp. LXXX., 223.  
 1913. Regulations respecting the supervision of commercial apprentices and their examinations at the conclusion of their apprenticeship. 25th February, pp. LXXVIII., 226.\*

*Schwyz.*

1912. Decree relating to the revision of the Administrative Regulations of 29th November, 1878, for the carrying out of the Federal Factory Act. 28th February, pp. X., 112.\*  
 Decree relating to the revision of §1, paragraphs 1 and 2A, of the Police Order of 12th January, 1894, relating to Sunday and holiday rest. 28th February, pp. X., 112.\*

*Vaud.*

1911. Act respecting Industrial Courts. 24th August, pp. XCIII., 221.\*  
 Act respecting apprenticeship. 22nd November, pp. LXXVIII., 221.  
 Administrative Order in pursuance of the Act of 22nd November, 1911, respecting apprenticeship. 29th December, pp. LXXVIII., 222.

*Zurich.*

1914. Order relating to the giving out of contracts for work and supplies on behalf of the town of Zurich. 21st February, pp. X., 111.

**UNITED STATES OF AMERICA.**

1914. An Act to regulate the hours of employment and safeguard the health of females employed in the district of Columbia. 24th February, pp. LXXVIII., 199.  
 An Act to supplement existing laws against unlawful restraints and monopolies and for other purposes. 15th October, pp. XCIV., 200.

## **(b) War Measures in regard to Labour Legislation in Vol. X. of the English Edition of the Bulletin of the International Labour Office.**

### **AUSTRIA-HUNGARY.**

#### *Austria.*

1914. Imperial Order with respect to penalties in the event of a disturbance of the public service or of a public undertaking and the violation of a contract of delivery. 25th July, p. 54.  
Imperial Order relating to Sunday and holiday rest in industrial undertakings. 31st July, p. 55.  
Order relating to Sunday and holiday rest in industrial undertakings. 31st July, p. 56.  
Imperial Order relating to the issue of regulations, rendered necessary by the war, for ensuring the performance of harvest and farming work. 5th August, p. 56.  
Order for the issue, in pursuance of the Imperial Order of 5th August, 1914, of regulations rendered necessary by the war, for ensuring the performance of harvest and farming work. 5th August, p. 57.  
Order to supplement the regulations concerning the attendance on and management of steam boilers and steam engines. 5th August, p. 58.\*  
Decree relating to the organising of Agricultural Labour Exchanges. 7th August, p. 59.\*  
Decree relating to the war organisation of Labour Exchanges. 7th August, p. 59.  
Imperial Order relating to the granting of exemptions from the regulations in regard to Sunday rest and the payment of wages in mining undertakings during the exceptional conditions due to the war. 9th August, p. 59.  
Order relating to rest on Sundays and holidays in the book-printing industry. 20th August, p. 59.  
Decree relating to restrictions in the granting of permits for overtime. 31st August, p. 60.  
Decree relating to the granting of free travelling facilities for the purposes of procuring work. 10th September, p. 60.\*  
Order to supplement the Ministerial Order of 5th August, 1914, respecting the issue of regulations rendered necessary by the war, for ensuring the performance of harvest and farming work. 25th September, p. 60.\*  
Decree relating to the granting of free travelling facilities for the purposes of procuring work. 29th September, p. 60.\*
1915. Imperial Order respecting the continuation of the maintenance allowances suspended in accordance with the Act of 26th December, 1912, and respecting the granting of State benefits for invalided members of the Forces and their dependants, and for the survivors of such persons. 12th June, p. 227.  
Order containing instructions for the continuance of the maintenance allowances suspended in accordance with the Act of 26th December, 1912, and fixing the State benefits for invalided members of the Forces and their dependants, and for the survivors of such persons. 12th June, p. 228.

#### *Hungary.*

1915. The Official Gazette of 7th January, 1915, contains the Notification No. 913-915 of the Hungarian Minister of Commerce, publishing the maximum prices for wheat, rye, barley and maize and for flour made from those cereals, fixed in accordance with the Order of the Hungarian Minister, No. 8682-914, of

28th November, 1914 (Text "Handelsmuseum," Vienna, 1914; 563). *Cf.* the Orders of 20th January, 1915 (Text "Handelsmuseum," 1915; 46); 8th February, 1915 (*ib.* 93); 31st March, 1915 (*ib.* 209). 24th June, 1915 (*ib.* 379). p. 358.

The Official Gazette of 17th June, 1915, contains a Government Order respecting the commandeering of the crops of wheat, rye, barley and oats of the year 1915, and respecting the prospects of the War Production Company which the Government proposed to establish, as well as the invitation to take shares issued by this undertaking (Text "Handelsmuseum," 1915; 366). *Cf.* the Order of 15th July, 1915 (Text "Handelsmuseum," 1915; 430). p. 358.

#### **BELGIUM.**

1914. Act relating to emergency measures rendered necessary by the war contingencies. 4th August, p. 128.  
 Act relating to the remuneration to be paid in the event of the mobilisation of the Army. 4th August, p. 129.  
 Act relating to the remuneration payable during the period of mobilisation; application. 4th August, p. 129.\*  
 Ministerial Circular relating to the remuneration payable during the period of mobilisation. 5th August, p. 129.  
 Ministerial Circular relating to remuneration. 11th August, p. 129.\*  
 Royal Decree relating to the fixing of prices for articles of consumption. 14th August, p. 130.\*  
 Royal Decree relating to remuneration payable to the Militia. Belgian families residing in France and French families residing in Belgium. 16th August, p. 130.  
 Royal Decree relating to the fixing of prices for articles of consumption. 29th September, p. 130.\*  
 Royal Decree relating to the fixing of prices for articles of consumption. 6th October, p. 130.\*  
 Notice to Belgian refugees in France. Official Belgian Committee for assisting refugees. Belgian Labour Exchange. October, p. 130.\*  
 Notification by the Governor-General in Belgium with respect to the text of the Act relating to the employment of women and children. 15th December, pp. VIII., 61.  
 Order respecting the fixing of prices for articles of consumption. 31st December, p. 358.  
 1915. Royal Decree relating to the regulations for fixing maximum prices for articles of consumption. 10th January, p. 130.\*

#### **BRITISH COLONIES.**

##### *Australia.*

1914. An Act to provide for the grant of pensions upon the death or incapacity of members of the Defence Force of the Commonwealth and members of the Imperial Reserve Forces resident in Australia whose death or incapacity results from their employment in connection with warlike operations. 21st December, p. 378.

##### *New South Wales.*

1914. An Act to provide for the control of necessary commodities and for purposes incidental thereto. 25th August, p. 378.  
 An Act to enable the Government to compulsorily acquire wheat in New South Wales; to provide for compensation for wheat so acquired, and for its sale and distribution; to provide for varying or cancelling certain contracts for the sale and delivery of wheat; and for purposes consequent thereon or incidental thereto. 11th December, p. 378.\*  
 1915. An Act to secure supplies of meat for the uses of His Majesty's Imperial Government during war and for other purposes. 17th February, p. 379.\*

##### *New Zealand.*

Judgment of the Court of Arbitration in re-hearing of industrial disputes, p. 379.

##### *Victoria.*

1914. An Act to make provision against undue restriction of the supply of goods or undue raising of the prices of seeds in time of war. 9th September, p. 379.  
 An Act relating to the distribution, export and prices of foodstuffs and other commodities and to compel the supplying of information in relation thereto. 10th September, p. 379.

- An Act to continue the Foodstuffs and Commodities Act, 1914. 30th December, p. 379.\*
- An Act to amend and continue the Price of Goods Act, 1914. 30th December, p. 379.\*
1915. An Act to continue the Foodstuffs and Commodities Acts. 30th April, p. 379.\*
- An Act to continue the Price of Goods Act, 1914, and the Price of Goods Act, 1912 (No. 2), and to repeal §2 of the last-mentioned Act. 30th April, p. 379.\*

#### DENMARK.

1914. Provisional Act relating to State subsidies to Communal Benefit Funds. 7th August, p. 64.
- Provisional Act to regulate the prices of articles of consumption and provisions. 7th August, p. 130.
- Order relating to the establishment of an extraordinary Commission with respect to the provisional Act of 7th August, 1914, to regulate the prices of articles of consumption and provisions. 8th August, p. 131.\*
- Order relating to the establishment of Communal Commissions with respect to the provisional Act of 7th August, 1914, to regulate the prices of articles of consumption and provisions. 29th August, p. 131.\*
- Provisional Act relating to temporary State subsidies to Communal Benefit Funds. 2nd October, p. 65.
- Act relating to the penalties to be imposed in the event of infringements of the measures adopted in pursuance of the provisional Act No. 164, of 7th August, 1914. 16th November, p. 131.\*
- Notification relating to the establishment of a maximum price for inland rye. 31st December, p. 65.\*
1915. Notification relating to the supplying of rye to millers and bakers by way of appropriations. 11th January, p. 131.\*
- Notification relating to the taking over of the supplies of wheat flour. 18th January, p. 65.
- Notification relating to inquiries with respect to the country's yield and existing supplies of cereals, fodder, potatoes, etc. 26th January, p. 131.\*
- Notification relating to the fixing of maximum prices for home-grown wheat and for wheat-bran manufactured within the country. 28th January, p. 131.\*
- Notification relating to the fixing of a maximum retail price for pure lard. 5th February, p. 131.\*
- Notification relating to the restricting of the manufacture of rye or wheat bran, etc., within the country. 8th March, p. 131.\*
- Act relating to the establishment of a provisional Loan Fund for Communes. 12th March, p. 132.
- Notification relating to regulations with respect to the breeding of pigs within the country. 25th March, p. 132.\*
- Act to amend Act No. 237, of 2nd October, 1914, relating to provisional State subsidies for Communal Aid Funds. 31st March, p. 132.
- Notification relating to maximum prices for slaughtered pigs. 31st March, p. 132.\*
- Provisional Act to amend the Act No. 54, of 1st April, 1905, relating to the insurance of seamen against the consequences of accidents in shipping. 23rd April, p. 132.
- Notification to amend the provisions with respect to maximum prices for home-grown rye. 29th April, p. 133.\*

#### FRANCE.

1914. Decree relating to the granting of compensation, for the duration of the war, to the families of persons called up on active military service. 2nd August, p. 65.
- Decree relating to the administration of the Decree of 2nd August, 1914, for fixing the conditions under which allowances shall be made, for the duration of the war, to the necessitous families of men called up to the Colours. 4th August, p. 66.\*
- Ministerial Decree relating to the application to the City of Paris of the Decree of 2nd August, 1914. 4th August, p. 66.\*
- Ministerial Decree relating to the application to the Communes in the Department of the Seine, other than the city of Paris, of the Decree of 2nd August, 1914. 4th August, p. 66.\*



- Act for the granting of allowances for the duration of the war, to necessitous families whose breadwinners have been called or re-called to the Colours. 5th August, p. 66.
- Decree relating to indemnities to be granted, for the duration of the war, to the families of persons on active military service. 6th August, p. 66.\*
- Decree for the application of the provisions of the Act of 5th August, 1914, to necessitous families whose breadwinners have been recalled to the English, Belgian, Russian or Serbian Colours, or who have been permitted to enlist in the French Army. 14th August, p. 67.\*
- Ministerial Circular Letter relating to the application of the legislation with respect to allowances and additional allowances payable to necessitous families whose breadwinners are on active military service. 23rd August, p. 67.\*
- Decree to establish a Department to assist in the re-victualling of the civil population, by facilitating imports and the distribution of foodstuffs. 8th September, p. 67.\*
- Decree extending to the French Colonies the application of the Act of 5th August, 1914, to grant for the duration of the war, allowances to necessitous families, whose bread-winners have been called, or re-called, to the Colours. 15th September, p. 67.\*
- Ministerial Circular Letter relating to the granting, for the duration of the war, of allowances in the event of death (application of §6 of the Act with respect to old age pensions for workmen and peasants). 21st September, p. 67.\*
- Decree relating to attachments on wages and salaries or remuneration not exceeding 2,000 francs. 26th September, p. 67.
- Decree relating to German, Austrian and Hungarian Workmen's Accident Insurance and Life Insurance Societies. 29th September, p. 68.
- Ministerial Circular Letter relating to the measures to be taken with a view to hastening the payment of allowances and additional allowances to the families of registered seamen, domiciled, or who have sought refuge in, the departments of the coast. 7th October, p. 68.\*
- Ministerial Circular Letter relating to the regulations for the granting of indemnities in regard to the increased cost of living. 9th October, p. 68.\*
- Inter-Ministerial Circular Letter relating to the application of the legislation with respect to the allowances and additional allowances due to necessitous families whose breadwinners are with the Colours. 10th October, p. 68.\*
- Decree relating to the attachment and assignment of wages and salaries or remunerations not exceeding 2,000 francs. 15th October, p. 68.
- Additional Note to the Inter-Ministerial Circular Letter of 10th October, 1914, relating to the granting of allowances to the breadwinners of families. 17th October, p. 69.\*
- Decree granting to the widows, and failing these, to the orphans, of officials, agents, sub-agents and workmen of the State who have died whilst on active service with the Colours, half the amount of their salaries or wages for the duration of the war. 24th October, p. 69.
- Ministerial Circular relating to the employment of men in territorial depôts on the work of sowing. 24th October, p. 69.
- Ministerial Circular relating to the organisation of agricultural work. 28th October, p. 70.
- Ministerial Circular Letter relating to the prohibition, during the continuance of hostilities, of the attachment of wages and salaries not exceeding 2,000 francs. 5th November, p. 70.\*
- Ministerial Circular Letter relating to the payment to relatives in the ascending line, collateral relatives, and even to third persons who have the charge of the children, of one-half of the amount of the salaries due to mobilised soldiers, in the absence of any assignment. 10th November, p. 70.\*
- Decree stipulating that the period during which persons who are insured in pursuance of the Act with respect to old age pensions for workmen and peasants who have been mobilised shall be taken into account in the calculation of the amount of the life annuity. 18th November, p. 70.\*
- Ministerial Circular Letter relating to the supplementary rations for naval workers employed at night in naval arsenals. 22nd November, p. 70.
- Decree to fix the conditions with which the Municipal and Departmental Unemployment Funds shall comply in order to benefit by subventions from the National Unemployment Fund. 24th November, p. 71.
- Decree to postpone the election of members of the committees of counsel until after the conclusion of hostilities. 24th November, p. 358.

- Decree to suspend for the duration of the war, in so far as it concerns the Ministry of Marine, the working of the Boards of Inquiry, the Boards for Disciplinary Offences and the Committees of Inquiry. 30th November, p. 72.\*
- Ministerial Circular Letter relating to the pay of naval men who are placed at the disposal of the Arsenal Directors. 5th December, p. 72.\*
- Ministerial Circular Letter relating to the administration of the Decree of 24th November, 1914, concerning the conditions to be observed by the Departmental and Communal Funds in order to benefit by the subventions from the National Unemployment Fund. 7th December, p. 72.\*
- Circular addressed to the prefects, concerning the position of insured persons called to the Colours by the Mobilisation Order. 7th December, p. 358.\*
- Ministerial Decree to regulate the position of the wives, or failing them, of the orphans of State railway employees and workers who die whilst on active service with the Colours. 14th December, p. 73.
- Ministerial Order for the administration of the legislation relating to the allowances and additional allowances due to necessitous families whose bread-winners are on active service with the Colours. 24th December, p. 73.\*
- Circular of the Minister of Labour to the prefects relating to the application of the Act of 25th February, 1914, to amend the Act of 29th June, 1894, and creating an autonomous Miners' Pensions Fund. 24th December, p. 359.\*
- Decree to determine the composition and the functions of the Superior Commission established in pursuance of §15 of the Act of 26th December, 1914, to ensure the application of the Act of 5th August, 1914, for the granting of daily allowances to the families of men called or re-called to the Colours. 31st December, p. 133.\*
1915. Ministerial Decree designating the members of the Superior Commission established in pursuance of §25 of the Act of 26th December, 1914, to ensure the application of the Act of 5th August, 1914, for the granting of daily allowances to men called or re-called to the Colours. 1st January, p. 133.\*
- Ministerial Notice relating to the administration and the accounts of the internment camps for prisoners. 1st January, p. 133.
- Ministerial Circular relating to the interpretation of the Circular of 2nd September, 1914, concerning increases in the salaries granted to the crews of auxiliary transports and tugs. 3rd January, p. 134.\*
- Ministerial Decree to render optional the furnishing by Workmen's Accident Insurance Companies and Guarantee Syndicates of the Tables I. to V. to be annexed to their reports for the year 1914. 5th January, p. 134.\*
- Ministerial Decree to maintain for the year 1915 the securities furnished by Workmen's Accident Insurance Companies. 5th January, p. 134.\*
- Ministerial Circular relating to the settlement of the salary increases provided for by the Circular of 2nd September, 1914, and payable to the crews of colliers. Exceptional case for colliers coming from Cardiff and not touching any French port. 6th January, p. 134.\*
- Ministerial Circular relating to the daily allowances to be granted to men called or re-called to the Colours and to the procedure in regard to appeals against the decisions of the Appeal Committees. 8th January, p. 134.\*
- Decree to modify the Decree of 24th November, 1914, fixing the conditions to be complied with by Departmental and Communal Funds, in order to obtain subventions from the National Unemployment Fund. 9th January, p. 135.
- Decree postponing the elections of general presidents, presidents and vice-presidents of the committees of counsel. 9th January, p. 359.\*
- Ministerial Notice relating to the application of the Decree of 26th August, 1914, establishing an indemnity for family expenses. 10th January, p. 135.\*
- Ministerial Circular relating to the periods of leave to be granted for spring seeding to men of the territorial depots. 2nd February, p. 135.\*
- Ministerial Circular relating to the establishment, in the departments, of mixed boards, with the duty of studying questions concerning the maintenance of national labour. 5th February, p. 135.
- Ministerial Circular relating to the work of the Cantonal and Appeal Commissions charged with the giving of decisions in regard to applications for daily allowances submitted by the necessitous families of men called to the Colours. 5th February, p. 137.\*
- Circular of the Minister of Labour to the prefects, relating to the presentation of the certificates of sanitation contemplated in §5 of the Act of 12th April, 1906, respecting cheap dwellings during the War. 12th February, p. 359.\*

- Ministerial Circular relating to the payment of the assistance granted to the families of persons in military service who have lost their lives in the course of military operations. 17th February, p. 138.\*
- Decree raising to 50 the number of members of the Superior Commission, established in pursuance of the Act of 26th December, 1914, for the purpose of deciding appeals against the decisions of the Appeal Committee, in matters relating to the daily allowances to be granted to the necessitous families of military persons serving with the Colours. 18th February, p. 138.\*
- Ministerial Decree relating to the subventions to be granted to mutual benefit societies which, in consequence of the War, have been unable to pay their annuities before the 31st December, 1914. 22nd February, p. 138.\*
- Decree to extend the time limits stipulated in §§8 and 9 of the Act of 25th February, 1914, for the creation of the Independent Miners' Fund. 23rd February, p. 138.\*
- Circular of the Minister of Labour addressed to the prefects, relating to the entering of workers and employees in mines and the non-wage-earning wives of miners on the lists of insured persons. 24th February, p. 359.\*
- Ministerial Circular relating to the administration of the Decree of 22nd February, 1915, concerning the subventions to be granted to mutual benefit societies which, in consequence of the War, have been unable to pay their annuities before 31st December, 1914. 1st March, p. 138.\*
- Circular respecting the organisation of trade assistance for the wounded (addressed to the prefects). 9th March, p. 359.
- Decree appointing a commission on agricultural labour. 20th March, p. 360.\*
- Ministerial Decree upholding the appointment of the members, the president and the sectional presidents of the Superior Commission established by the Act of 26th December, 1914, to ensure the enforcement of the Act of 5th August, 1914, making daily allowances to the families of men called or re-called to the Colours and appointing the members and a sectional president of the said Commission. 23rd March, p. 360.\*
- Inter-Ministerial Circular to amend the Circular of 10th October, 1914, respecting the enforcement of the law respecting the allowances and increases due to necessitous families whose breadwinners are serving with the Colours. 30th March, p. 360.\*
- Ministerial Circular respecting the payment of urgency relief to the families of seamen in the Navy, officers and other persons in the Navy who have died in the course of warlike operations. 30th March, p. 360.\*
- Decree to amend the Decree of 20th March, 1915, respecting the constitution of the commission on agricultural labour. 3rd April, p. 360.\*
- Circular addressed to the divisional inspectors of labour respecting the wages paid by manufacturers working for the Army. 7th April, p. 361.
- Act (1) to extend to the families of civilian victims of the War the benefit of the allowances instituted by the Act of 5th August, 1914; (2) to regulate the position of persons receiving allowances who may have a claim to a pension. 9th April, p. 362.
- Decree to suspend during hostilities certain provisions of the regulations respecting the pensions of the staffs of State railways. 9th April, p. 362.\*
- Act to regularise (1) the Decree of 24th November, 1914, respecting the postponement of the elections of the members of the committees of counsel; (2) the Decree of 9th January, 1915, respecting the postponement of the election of the general presidents, presidents, and vice-presidents of committees of counsel. 10th April, p. 363.\*
- Ministerial Decree appointing the members of the commission on agricultural labour. 10th April, p. 363.\*
- Ministerial Decree appointing the members of the Superior Commission having the duty of deciding on claims and appeals lodged in connection with the daily allowances to families whose breadwinners have been called to the Colours. 24th April, p. 363.\*
- Circular addressed to the Divisional Inspectors of Labour relating to the wages paid by manufacturers working for the Army. 24th April, p. 363.
- Ministerial Circular relating to the application of the Act of 9th April, 1915 (allowances to the necessitous families of merchant seamen whose ships have been captured or destroyed by the enemy). 3rd May, p. 364.\*
- Circular addressed to the prefects relating to the withdrawal of unemployment benefits by reason of drunkenness. 5th May, p. 364.\*

- Ministerial Circular respecting the conditions under which persons insured under the Pensions Act, being domiciled in, or refugees from, the invaded departments, may obtain the liquidation of their pensions or the payment of their arrears. 31st March, p. 364.\*
- Act to facilitate the execution of public works during hostilities. 28th May, p. 364.\*
- Circular addressed to the prefects relating to the apprenticing and placing of young persons of from 13 to 18 years of age. 1st June, p. 364.
- Act to extend to the French Colonies the Act of 5th August, 1914, granting allowances during the War to necessitous families whose breadwinners have been called or re-called to the Colours. 2nd June, p. 366.
- Circular addressed to the Divisional Inspectors of Labour on the course to be pursued in inquiries undertaken as a result of complaint in the matter of wages paid for the making, in the workers' homes, of articles forming the object of State contracts. 2nd June, p. 367.
- Circular relating to the clauses to be inserted in contracts pending the re-application of the Decree of 10th August, 1899, in its entirety. 5th June, p. 368.
- Ministerial Circular respecting the application in certain cases to State employees and workers and to military persons retained in military establishments or in workshops in civil industry, of the Act of 5th August, 1914, respecting the allowances and increases payable to necessitous families whose breadwinners are with the Colours. 12th June, p. 370.\*
- Ministerial Circular concerning exemptions and leave for farriers, blacksmiths, and repairing engineers for agricultural machines. 13th June, p. 371.\*
- Ministerial Circular regulating the position as regards industrial accidents of workers employed in military establishments or placed at the disposal of manufacturers in order to ensure the progress of the work and continuity in the manufacture of material of all kinds necessary for national defence. 25th June, p. 370.\*
- Ministerial Circular on the matter of exemptions, leave and gangs for threshing operations (supplementary to the Circular of 13th July). 20th July, p. 371.
- Act to ensure the fair distribution and the better utilisation of men mobilised or liable to be mobilised. 17th August, p. 371.

## GERMANY:

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1914. Act relating to the power conferred on the Federal Council to adopt economic measures and relating to the extension, in the event of warlike occurrences, of the periods fixed by the Exchange and Cheque Laws (No. 4436). 4th August, p. 37.
- Act to amend the Act of 28th February, 1888, relating to the assistance to be given to families of men who have entered upon active service. 4th August, p. 37.
- Act relating to exemptions from restrictions on the employment of industrial workers. 4th August, p. 38.
- Act relating to the maintenance of rights arising from sickness insurance. 4th August, p. 38.\*
- Act for ensuring the solvency of Sick Funds. 4th August, p. 38\*.
- Act relating to maximum prices. 4th August, p. 38.
- Act relating to elections in accordance with the Imperial Insurance Code. 4th August, p. 38.\*
- Notification relating to elections in accordance with the Imperial Insurance Code. 4th September, p. 39.\*
- Notification relating to the determination of local wages. 4th September, p. 39.
- Notification relating to the coming into force at an earlier date of a provision contained in the Act of 10th June, 1914, to amend §§74, 75, etc., of the Commercial Code. 10th September, p. 39.
- Notification relating to elections in pursuance of the Industrial Courts Act and the Act relating to Commercial Courts. 17th September, p. 39.\*
- Notification in regard to the equipment and the management of industrial undertakings for grinding Thomas slag or storing slag meal. 21st October, p. 40.
- Notification respecting the management of works in the iron industry. 21st October, p. 40.

- Notification respecting maximum prices. 28th October, p. 40.  
 Notification respecting the sale of bread. 28th October, p. 41.  
 Notification respecting the use of bread cereals and flour for fodder. 28th October, p. 41.\*  
 Notification respecting the grinding up of bread cereals. 28th October, p. 41.  
 Notification respecting maximum prices for cereals and bran. 28th October, p. 41.  
 Notification respecting the maximum price for oats. 5th November, p. 42.\*  
 Notification in regard to the equipment and the management of industrial undertakings for the manufacture of lead colours and of other lead products. 11th November, p. 42.  
 Notification respecting the lump sums which must be paid by the carriers of insurance towards the expenses of the Superior Insurance Offices. 22nd November, p. 42.\*  
 Notification respecting the maximum prices for edible potatoes. 23rd November, p. 42.  
 Notification relating to the maintenance of rights arising from sickness insurance. 26th November, p. 42.\*  
 Notification respecting the reckoning of military service with respect to industrial insurance. 26th November, p. 42.\*  
 Notification relating to benefits for women on their confinement during the War. 3rd December, p. 43.  
 Notification relating to the maximum price for potatoes used as fodder and the products from potato-drying factories and from potato starch factories. 11th December, p. 45.  
 Notification respecting Conciliation Boards. 15th December, p. 45.  
 Notification to amend the Act of 4th August, 1914, relating to maximum prices, and the Notification of 28th October, 1914, relating to maximum prices. 17th December, p. 115.\*  
 1915. Notification respecting the grinding out of bread cereals. 5th January, p. 46.  
 Notification relating to the use of bread cereals, flour and bread for fodder. 5th January, p. 46.\*  
 Notification respecting the manufacture of bread and cakes. 5th January, p. 46.  
 Notification respecting maximum prices for bran. 5th January, p. 47.  
 Notification to amend the Act of 4th August, relating to maximum prices, as amended by the Notification of 17th December, 1914. 21st January, p. 115.\*  
 Notification respecting the regulation of the trade in bread cereals and flour. 25th January, p. 47.  
 Notification respecting the insuring of the meat supply. 25th January, p. 49.\*  
 Notification relating to sickness insurance and maternity benefit during the War. 28th January, p. 115.  
 Notification of an amendment to the Notification of 25th January, 1915, relating to the regulation of the sale of bread cereals and of flour. 6th February, p. 118.\*  
 Notification relating to maximum prices for edible potatoes. 15th February, p. 118.\*  
 Notification relating to the restriction in the consumption of malt in breweries. 15th February, p. 118.\*  
 Notification relating to the prohibition of the use of any kind of flour in the manufacture of soap. 18th February, p. 118.\*  
 Notification to amend the Notification respecting the grinding-out of bread cereals of 5th January, 1915. 18th February, p. 118.\*  
 Notification to amend the Notification of 5th January, 1915, respecting the manufacture of bread and cakes. 18th February, p. 118.\*  
 Notification to amend the Notification of 25th January, 1915, respecting the safeguarding of the meat supply. 25th February, p. 118.\*  
 Notification relating to maximum prices for potatoes used as fodder and for the products of potato-drying establishments and of the manufacture of potato-starch. 25th February, p. 119.\*  
 Notification relating to the regulation of the sale of the products of potato-drying establishments and of the manufacture of potato-starch. 25th February, p. 119.  
 Notification relating to inquiries concerning existing stocks of potatoes. 4th March, p. 119.\*  
 Notification relating to the employment of prisoners on outdoor work. 4th March, p. 119.

- Notification relating to the intermediate inquiries into the stocks of pigs, undertaken on 15th March and 15th April, 1915. 4th March, p. 119.\*
- Notification relating to the regulation of the trade in barley. 9th March, p. 119.
- Notification to amend the Notification of 19th December, 1914, concerning the maximum prices for barley, rye and wheat. 9th March, p. 120.\*
- Notification respecting the carrying out of the Order of 25th January, 1915, relating to the regulation of the trade in bread cereals and flour. 9th March, p. 120.\*
- Notification relating to the taking into account of periods of military service in respect of insurance for employees. 18th March, p. 120.
- Order relating to the assistance to be granted to the families of men of the Reserves or the Landsturm who have joined a Defence Corps. 19th March, p. 120.
- Decree for the administration of the Imperial Order of 19th March, 1915, relating to assistance to be granted to the families of men of the Reserves and of the Landsturm who have joined one of the Defence Corps. 23rd March, p. 120.\*
- Notification to amend the Notification of 19th December, 1914, relating to maximum prices for rye, barley and wheat. 26th March, p. 120.\*
- Notification to amend the Notification of 15th February, 1915, relating to maximum prices for edible potatoes. 31st March, p. 121.\*
- Notification of an amendment to the Notification of 5th January, 1915, relating to the manufacture of bread and cakes. 31st March, p. 121.
- Notification of the text of the Notification relating to the manufacture of bread and cakes. 31st March, p. 121.\*
- Notification relating to steps to be taken for ensuring the adequate cultivation of the land. 31st March, p. 121.
- Notification respecting the regulation of the trade in potatoes. 12th April, p. 121.
- Notification relating to exemptions in respect to maximum prices for edible potatoes. 15th April, p. 124.\*
- Notification relating to rice. 22nd April, p. 124.
- Notification relating to an inquiry into the existing stocks of cereals and flour, to be undertaken on 9th May, 1915. 22nd April, p. 125.\*
- Notification relating to the extension of maternity benefit during the War. 23rd April, p. 125.
- Notification of an amendment of the Notification respecting the grinding-out of bread cereals, dated 5th January, 1915. 29th April, p. 229.\*
- Notification respecting the putting out of operation of the Notification respecting the safeguarding of the meat supplies, dated 25th January, 1915, and the Notification to amend the Notification respecting the safeguarding of the meat supplies, dated 25th February, 1915. 6th May, p. 230.\*
- Notification relating to the restriction of the right of assignment of claims for wages and salaries and similar claims. 17th May, p. 128.
- Notification of the Federal Council respecting the utilisation of part of the State funds for the purposes of war invalidity benefit, for which provision was made in the second supplementary estimates for 1914. 4th June, p. 230.
- Notification respecting the sale of meat or fat preparations by the Communes. 24th June, p. 230.
- Notification respecting the posting up of prices in the sale rooms of retail shops. 24th June, p. 231.
- Notification respecting the trade in bread cereals and flour from the harvest of 1915. 28th June, p. 231.
- Notification respecting the grinding-out of bread cereals. 28th June, p. 231.\*
- Notification respecting maximum prices for petroleum and the distribution of petroleum products. 8th July, p. 343.\*
- Notification respecting the putting out of operation of provisions of the Federal Council's Order of 25th January, 1915, regulating the trade in bread cereals and flour from the harvest of 1915. 10th July, p. 231.\*
- Notification respecting the coming into force of provisions of the Federal Council's Order of 28th June, 1915, respecting the trade in bread cereals and flour from the harvest of 1915. 10th July, p. 232.\*
- Notification respecting the coming into force of provisions of the Federal Council's Order of 25th June, 1915, respecting the sale of bread cereals and flour from the harvest of 1915. 17th July, p. 343.\*
- Notification of an amendment to the Order of 28th June, 1915, respecting the sale of bread cereals and flour from the harvest of 1915. 23rd July, p. 343.\*
- Notification respecting maximum prices for bread cereals. 23rd July, p. 343.\*

- Notification against excessive rises in prices. 23rd July, p. 232.  
 Notification respecting the elections under the Industrial Courts Act and the Act respecting Commercial Courts. 26th July, p. 343.\*  
 Notification respecting the elections under the Imperial Insurance Code. 12th August, p. 344.\*  
 Notification respecting the limitation of hours of work in spinning, weaving and hosiery mills. 12th August, p. 232.  
 Notification respecting the coming into force of provisions of the Federal Council's Order of 28th June, 1915, respecting the sale of bread cereals and flour from the harvest of 1915. 13th August, p. 344.\*  
 Notification of an amendment to the Order of 28th June, 1915, respecting the sale of bread cereals and flour from the harvest of 1915. 19th August, p. 344.\*  
 Notification respecting the determination of local wages. 19th August, p. 344.  
 Notification to correct and supplement the Notification of 23rd July, 1915, against excessive increases in prices. 22nd August, p. 344.  
 Notification respecting the insurance of employees during the War. 26th August, p. 344.  
 Notification respecting the putting out of operation of the Notification of 15th February, 1915, respecting maximum prices for edible potatoes. 26th August, p. 346.\*  
 Notification to amend the Order of 12th July, 1915, respecting the establishment of Sale Societies for the anthracite and lignite coal-mining industry. 30th August, p. 346.  
 Notification of the text of the Order respecting the establishment of Sale Societies for the anthracite and lignite coal mining industry. 30th August, p. 347.\*  
 Notification respecting the institution of prices investigation centres and the regulation of supplies. 25th September, p. 347.  
 Act to amend the Act of 28th February, 1888, respecting the maintenance of the families of men who have entered the Service. 30th September, p. 351.  
 Notification respecting the prohibition to paint with colours containing white lead and linseed oil. 14th October, p. 352.  
 Notification respecting the management of works in the iron industry. 29th October, p. 352.  
 Notification respecting the limitation of hours of work in spinning, weaving and hosiery mills. 7th November, p. 352.  
 Notification of an amendment to the Order of 14th October, 1915, respecting the prohibition to paint with colours containing white lead and linseed oil. 11th November, p. 353.

*Prussia.*

1914. Decree with respect to the further employment of employees and workers after the mobilisation. 2nd August, p. 49.\*  
 Decree with respect to maximum prices, 4th August, p. 49.\*  
 Decree with respect to Sunday work during the War. 5th August, p. 49.  
 Decree with respect to the employment of industrial workers during the War. 10th August, p. 49.  
 Decree with respect to the employment of industrial workers during the War. 18th August, p. 51.  
 Decree with respect to the publication of special Sunday editions of the newspapers. 24th August, p. 51.\*  
 Decree with respect to the employment of workers in mining undertakings during the War. 25th August, p. 51.  
 Order relating to a simplified dispossession procedure in order to create opportunities for work and for the employment of prisoners of war. 11th September, p. 52.\*  
 Decree with respect to the equipment and the management of industrial undertakings for grinding Thomas slag or storing slag meal. 24th October, p. 52.\*  
 Instruction for the administration of the Order of the Federal Council relating to maximum prices, dated 28th October, 1914, and of the Instructions of the Federal Council, with respect to maximum prices for cereals and bran of the same date. 2nd November, p. 52.\*  
 Decree with respect to instruction in household management during the War. 4th November, p. 52.\*  
 Decree with respect to Regulations for the protection of workers in the case of supplies for the Army. 9th November, p. 52.  
 Decree with respect to Sunday editions of newspapers. 23rd November, p. 53.\*

- Decree with respect to instruction in household management during the War. 23rd November, p. 53.\*
- Decree with respect to food consumption during the War. 29th November, p. 53.\*
- Decree of the Minister for Agriculture, Crown Lands and Forests, and the Minister of the Interior, with respect to maximum prices for edible potatoes. 2nd December, p. 53.\*
- Decree with respect to the grinding-out of bread cereals. 10th December, p. 53.\*
- Decree with respect to the grinding-out of bread cereals. 13th December, p. 53.\*
- Decree respecting the administrative Order in pursuance of the Notification relating to Boards of Conciliation. 17th December, p. 355.\*
- Decree with respect to the manufacture of bread containing potatoes. 18th December, p. 53.\*
- Decree with respect to assistance by the Sick Funds to women on their confinement during the War. 19th December, p. 54.\*
1915. Decree respecting bakeries and confectionery businesses. 8th January, p. 355.
- Decree respecting provision for men maimed in the War. 6th March, p. 356.\*
- Decree respecting Sunday work in mining during the War. 11th March, p. 356.
- Decree respecting bakeries. 20th March, p. 356.
- Decree respecting Conciliation Boards. 29th March, p. 356.\*
- Decree respecting provision for men invalidated through the War. 10th May, p. 356.\*
- Decree respecting the recruiting of workers in Austria. 19th May, p. 356.\*
- Decree respecting central information bureaux for labour exchanges. 21st May, p. 357.\*
- Decree respecting employment bureaux not carried on for profit. 26th May, p. 233.
- Decree respecting the employment of prisoners of war in wage-earning occupations in the communal and other forests. 5th June, p. 357.\*
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LIST OF ABBREVIATIONS.—Aar. = Aargau; Aus. = Austria; Austrl. = Australia; Bas. T. = Basle Town; Bel. = Belgium; Den. = Denmark; Fr. = France; Fri. = Fribourg; Gen. = Geneva; Ger. = Germany; Gre. = Greece; Hun. = Hungary; It. = Italy; Luc. = Lucerne; Neth. = Netherlands; Neu. = Neuchâtel; N.S.W. = New South Wales; N.Z. = New Zealand; Nor. = Norway; Port. = Portugal; Pr. = Prussia; Queen. = Queensland; Rou. = Roumania; Rus. = Russia; Sol. = Solothurn; S. Austrl. = South Australia; Sp. = Spain; Swe. = Sweden; Switz. = Switzerland; Thur. = Thurgau; U.S.A. = United States of America; U.K. = Great Britain and Ireland; Vic. = Victoria; W. Austrl. = Western Australia; Zur. = Zurich.

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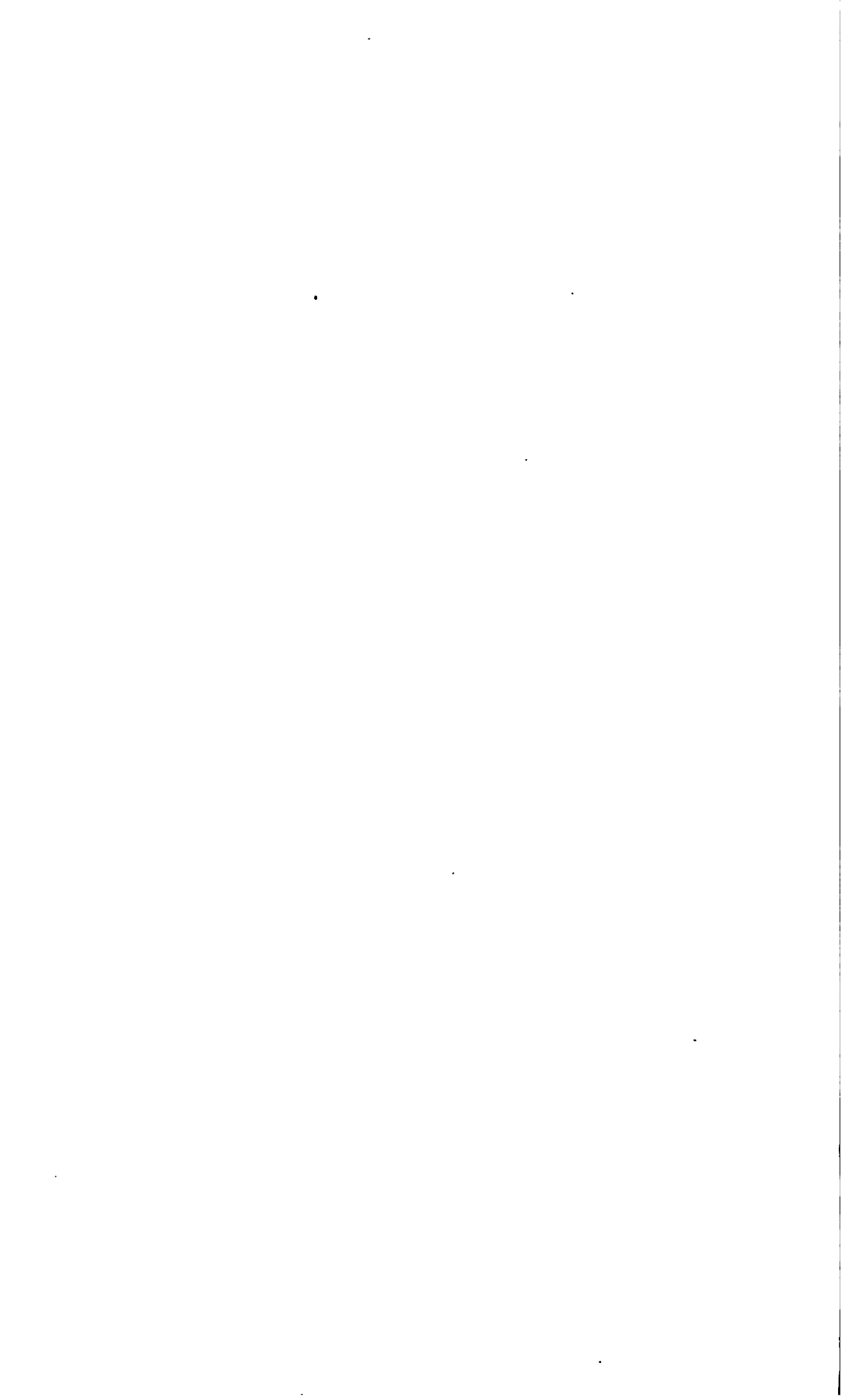
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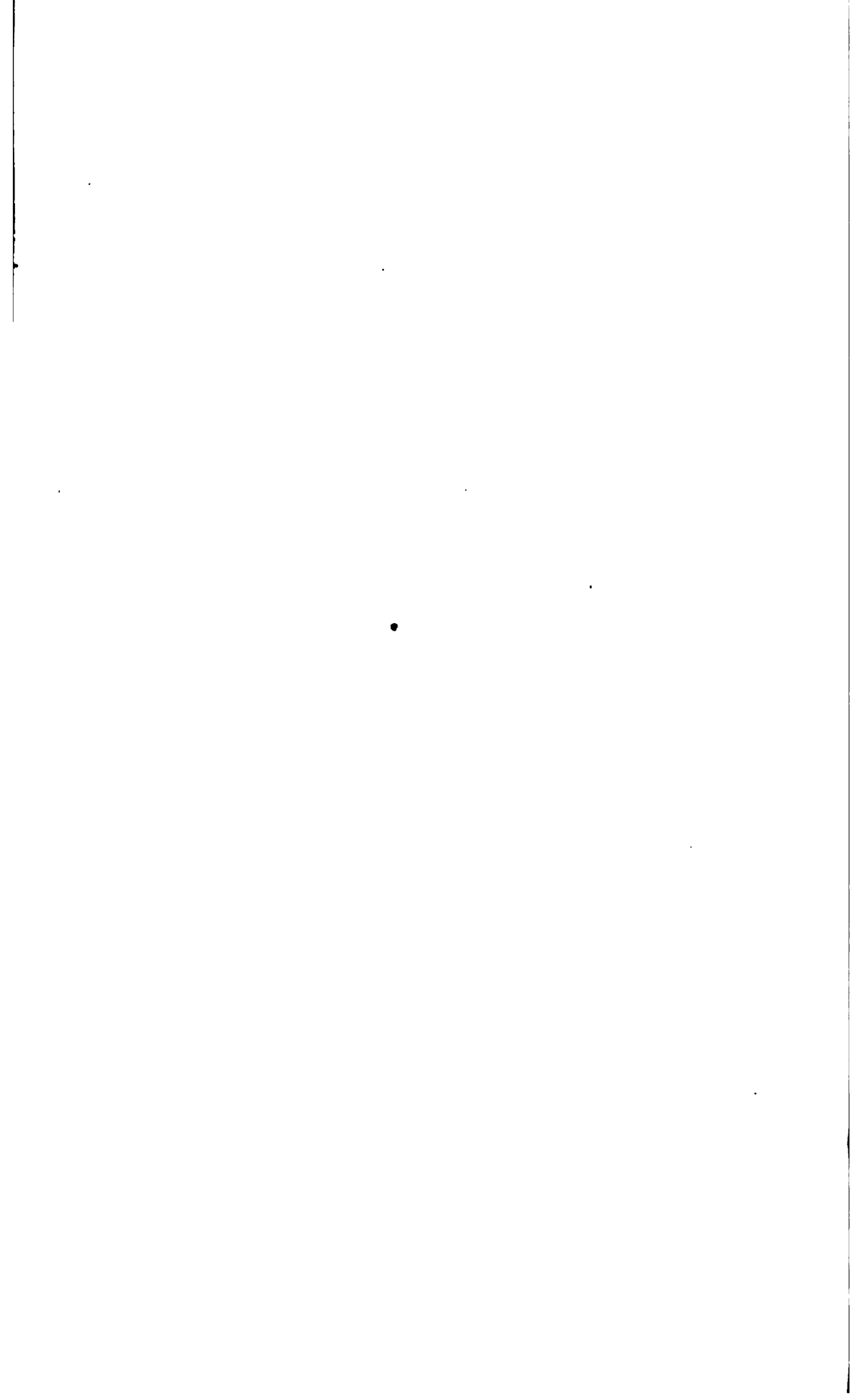
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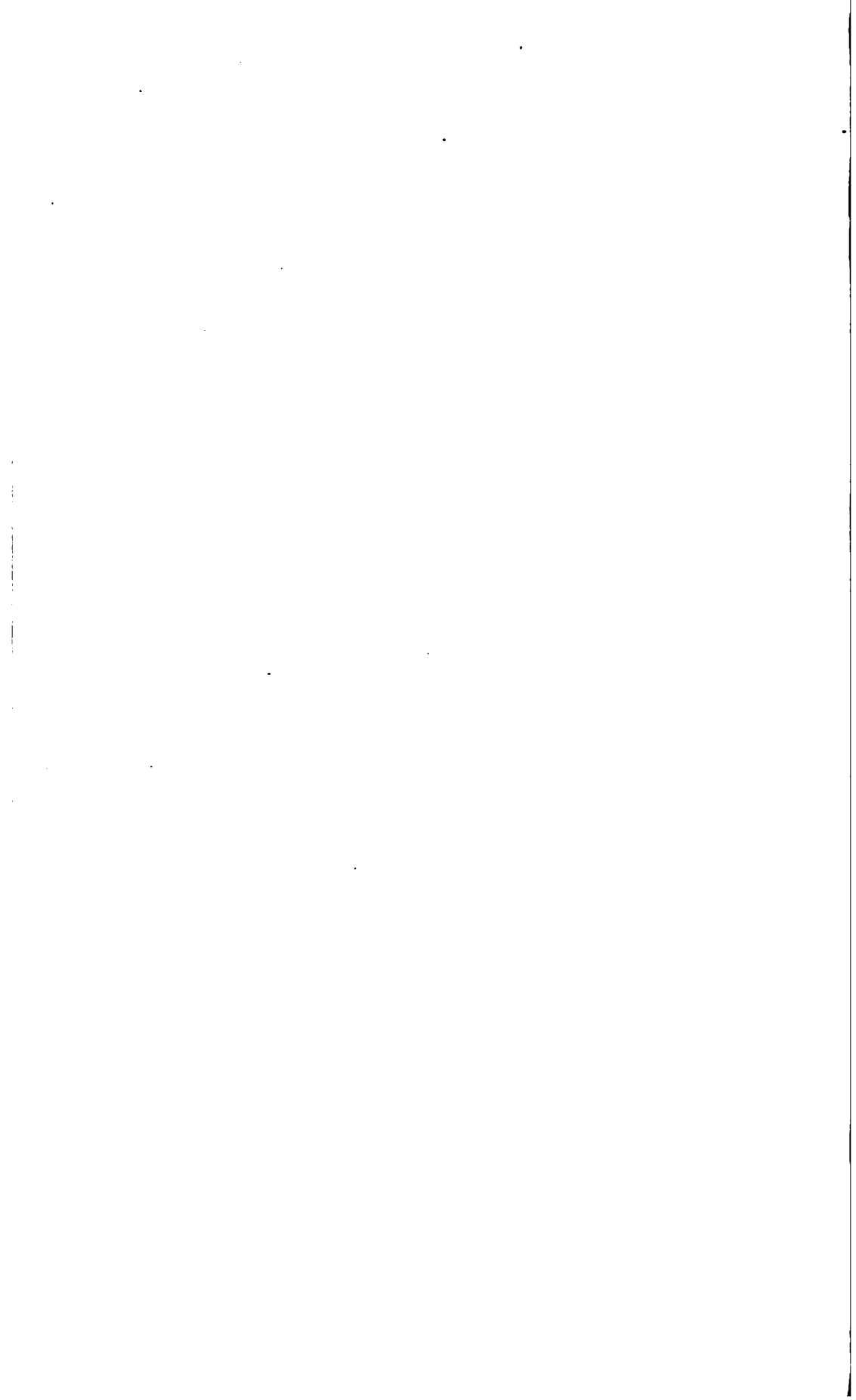


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2. To organise an International Labour Office.
3. To facilitate the study of Labour Legislation in all countries and to provide information on the subject.
4. To promote international agreements on questions relating to conditions of labour.
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